nea reporter

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NEA's massive drive to get retroactive pay for the nation's teachers has ended in victory. The Association estimates that 1.7 million school and college personnel will get some $300 million in back wages as a result of legislation passed by Congress and signed by President Nixon late last month. Congressional leaders who had key roles in the enactment of the economic control bill gave major credit to NEA for successful resolution of the retroactive pay issue.

No other group has excelled the teachers in concern—and in constructive action—in connection with this thorny problem, Rep. Wright Patman (D-Tex.), chairman of the House Banking and Currency Committee, told NEA. Sen. John J. Sparkman (D-Ala.), chairman of the Senate Banking, Housing, and Urban Affairs Committee, said that "we received excellent help from the NEA and we just appreciate so much what they did for us in helping us to work this out so the teachers of this country will not be the neglected group."

Both congressional leaders acknowledged that retroactive wage increases for teachers was a major consideration of Congress in respect to the legislation.

"This was one of the problems in which we were most interested and one of the most complex problems," said Senator Sparkman. He added that he thought the legislation "a good solution to the problem of making certain that the teachers are taken care of in their pay raises."

NEA President Donald E. Morrison, noting that NEA was extremely pleased with the legislation, said that most of the nation's teachers and college and university staff members whose scheduled pay raises were disallowed during the 90-day wage freeze should now receive the increases retroactively.

Public school teachers and higher education faculty constitute the largest occupational group in the nation to benefit directly from the retroactive wage provision, Morrison added. The 1.7 million school and college personnel who will qualify to receive back wages

(See MASSIVE DRIVE, p. 3)

Senate leader lauds NEA for "invaluable" assistance

Sen. John J. Sparkman (left), chairman of the Senate committee that worked on the wage-price bill, expresses his appreciation to NEA President Donald E. Morrison for NEA's "invaluable" assistance with the legislation. The Alabama Democrat, chairman of the Senate Banking, Housing, and Urban Affairs Committee, said, "We received excellent help from the NEA and we appreciate so much what they did in helping to work this out so the teachers of this country will not be the neglected group."

Membership in NEA climbs fast

NEA 1971-72 membership is sweeping toward a goal of 1,267,723 members by May 31. Membership last year was 1,103,485.

As of December 29, 1971, a total of 776,039 members had enrolled, an increase of 299,084 over the corresponding date a year ago. This means membership has reached 163 percent of the number enrolled at this time last year.

Twelve states already show an increase of from 68.6 to 1.5 percent over last year's total. New Jersey has the greatest percentage increase, followed by Colorado, South Carolina, Arizona, Hawaii, New Mexico, Maryland, New York, Utah, Virginia, Wisconsin, and Wyoming.

NEA to press for higher ed bill

NEA will press for quick passage of a landmark higher education bill which is expected to go to a House-Senate conference committee shortly after Congress returns from the holiday recess.

Although the bill had been passed by both Houses during the first session of the 92nd Congress, the Senate ran into a procedural problem when the House attached a school desegregation measure to its bill and added several anti-busing amendments.

The Senate and House versions of the higher education bill differ in several respects, but both authorize new general-purpose grants to colleges and universities. For years, schools have received federal funds for specific purposes such as research, construction, or student aid, but there has never before been a program that would allow colleges to use federal funds any way they wished.

The Senate formula is based on "cost of education allowances" to schools related to the number of federally assisted students they enroll. The House version bases college subsidies on the total number of full-time students, including those receiving federal help. The Senate bill would authorize approximately $1 billion annually, the House version, $700 million, for the general-purpose grants.

Other issues

Other major higher education issues to be resolved include administration of student aid programs; the structure of the proposed National Institute of Education (a new research and development agency); a prohibition on sex discrimination in admissions and in faculty hiring; creation of an ethnic heritage studies program; and authorization of $150 million in emergency grants to schools in severe financial distress.

Both versions of the bill call for studies of long-range financing of higher education and continue existing NEA-backed programs, including the Higher Education Facilities Act of 1963, the Higher Education Act of 1965, the NDEA institute and student aid programs, and recent amendments to other legislation benefiting the higher education community.

Con Con/Pro and Con (see page 4)

opinion interpretation

This page of the REPORTER is devoted to editorial and interpretive material. Readers' letters, preferably brief, will be considered for publication. Opinions expressed in the REPORTER are not necessarily NEA policy, which is set only by Association resolution.

Are you still teaching the melting pot theory?

Multiculturalism, more than anything else, defines our national character. It is a difficult state of being. It is also a very splendid state of being. It opens up new ways of life for people of every ethnic origin.

Most people, unfortunately, never know the good side of living in two or more worlds because American history, textbooks, teaching techniques, and the schools themselves are still submerged in the old theory of uniculturalism—or, as it is usually called, the melting pot theory. I hope this is not what you teach your classes. To do so is to cheat your students and yourself.

Your forefathers and mine once merged their ancestral identities in the common American model of self-made men. You and I are more than upward climbers. We are Americans with a hidden past.

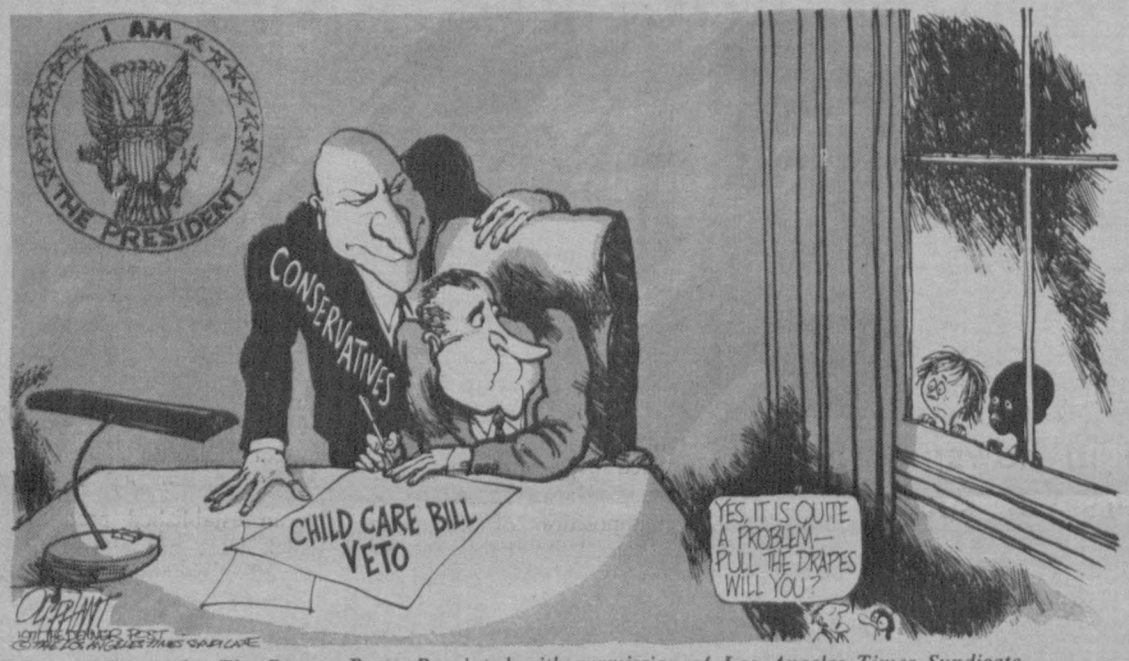
Dig into your history, difficult though it may be, and empathize with the first Euro-Americans. Examine United States history from a multi-ethnic point of view. Help your students, especially those who are Black, Indian, Chicano, and Oriental, to find themselves through a study of all native and immigrant American groups.

Do it together.

Begin during Negro History Week, February 13-19.

—Donald E. Morrison,
NEA president

Nixon veto kills $2.1 billion child day care bill



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Senate vote fails to override Administration's objections

President Nixon has vetoed a $2.1 billion comprehensive child day care program, and a December 10 Senate vote failed to override the veto. The measure was part of a bill extending federal anti-poverty programs for two more years.

The child day care section would have provided free educational, nutritional, and health services for children from families earning less than $4,320 a year. Families earning more would be charged on an ability-to-pay basis.

NEA worked hard for provisions of the bill that would have made comprehensive services avaliable to all families on an equitable basis.

One of Mr. Nixon's major objections was that "supporting child development would commit the vast moral authority of the national government to the side of communal approaches to child rearing over the family-centered approach." The bill's sponsors, however, pointed out that day care programs would have been provided only for children whose parents requested them.

The only day care legislation now likely to pass is the $750 million program in President Nixon's welfare reform bill.

Backlog of education bills faces Congress

A heavy backlog of education legislation faces the 92nd Congress as it reconvenes this month.

High on the agenda will be consideration of the Administration's Special Revenue Sharing plan, which is strongly opposed by NEA. The bill would consolidate some 30 "categorical" (i.e., special-purpose) grants under a $3 billion umbrella.

NEA President Donald E. Morrison testified in opposition to the Nixon proposal before the Senate Education Subcommittee last fall, declaring that the bill did not provide a substantial increase in federal funds or even an increase to meet inflation. Morrison also objected to proposed inclusion of aid to private schools; creation of new state agencies to oversee federal funds; dilution of aid to federally connected pupils; and lessened surveillance of federal programs to ensure that funds are properly directed.

Although NEA is not opposed to grant consolidation or the concept of revenue sharing, the Association will continue its efforts to increase federal funding, with the ultimate goal of having the federal government assume a full third of the cost of operating elementary and secondary schools.

Hearings on appropriations will begin early in the second session, and NEA will continue to work with the Emergency Committee for Full Funding of Education Programs, as mandated by the Representative Assembly last year. NEA and its allies convinced Congress to appropriate $800 million more than the Administration's fiscal 1970 budget request and to override the President's veto of the fiscal 1971 money bill.

In addition to money bills, Congress is expected to act on a variety of other bills related to education.

Collective bargaining. This bill would require teachers and school boards to bargain in good faith and establish an independent federal agency to regulate the process. Hearings are expected this spring.

Mobile teacher retirement. Hearings are expected soon on HR 10216, a bill to permit teachers to cross state lines in their employment without substantial loss of retirement benefits.

Cabinet department of education. The proposal to establish a separate cabinet post for education will be considered

(See BLACKLOG, page 12)

Friend of Education award set

Beginning this year, the NEA Board of Directors will present a prestigious Friend of Education award recognizing a person who, through his leadership, acts, and support, has contributed to the betterment of American education. The award, an engraved plaque and a specially designed item of jewelry, will be presented in a ceremony during the NEA Convention.

The award will be presented annually.

The Friend of Education award may be for specific accomplishment or for a long-term contribution to education. Recipients need not be American citizens, but they should reflect the philosophy and principles of NEA.

Any member of NEA or of a local or state association may recommend nominees by completing a nominating form which will be available in February from members of the Executive Committee, the Board of Directors, NEA regional offices, and state and local associations. Deadline for submission of nominations this year will be March 15. Further details on the Friend of Education award program will be published in the February *NEA Reporter.*

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Massive drive wins back pay for teachers

NEA legal suit sought equity for teachers

Before wage-price legislation was passed granting teachers retroactive pay, NEA and dozens of its state and local affiliates filed a lawsuit asking equity for teachers. Above, NEA General Counsel Robert Chanin and NEA President Donald E. Morrison tell the press about the suit. Although a U.S. District Court judge dismissed the suit, Chanin pointed out that the judge "in no way suggested that the substantive position taken by NEA and its co-plaintiffs is incorrect." Chanin emphasized that the case was decided on procedural and jurisdictional grounds and thus the basic question of which teachers' salaries were in effect prior to the August 15, 1971, freeze remained unanswered.

(Continued from page 1)

are about 65 percent of the 2.6 million educators in the nation. Most of the remainder received their salary increases during the August-November 1971 period. A further small percentage was not scheduled to get raises this school year or did not reach agreements on salary increases until after the wage-price freeze had been announced. This latter group may receive retroactive increases upon approval by the Pay Board.

$170 to $225 pay

The retroactive pay for elementary and secondary teachers will average about $170 each, and higher education faculty will receive an average of about $225.

Morrison, who is a member of the State and Local Government Committee of the Cost of Living Council, said passage of the legislation on retroactivity represents a major effort by NEA, the nation's largest professional organization, and other public employee groups to achieve "fair and equitable" treatment on the salary issue.

"Congressmen consistently used the case for teacher equity in their arguments for retroactivity," Morrison pointed out. "Teachers working together in a united effort clearly share the credit for this congressional victory."

He said he appreciated the public acknowledgement by some congressional leaders that the provision of retroactive pay for the teaching profession was a major intent of Congress.

Congress could not easily have neglected the teacher wage issue. The congressional action was the climax to the greatest campaign in personal persuasion ever conducted by the 114-year-old NEA.

In the massive effort, thousands of NEA members became lobbyists for legislation that would erase the inequities suffered by the teaching profession. Not only the leaders in the NEA nationwide network of 9,000 state and local affiliates but also many of the rank-and-file made phone calls and personal visits to tell their story. Teacher representatives in every state contacted their U.S. senators and representatives, either in the home state or in Washington, D.C.

No doubt it was with this grassroots involvement in mind, as well as NEA efforts on Capitol Hill, that the *New York Times* reported the NEA had "lobbied hard for recovery" of retroactive pay.

NEA stand

Representative Patman called the House of Representatives' attention to the NEA stand on retroactivity on December 10. During the House debate on the legislation, Patman emphasized that NEA strongly supported the bill reported by the conference committee, which provided for retroactive payment of salaries agreed to before imposition of the wage-price freeze. At the same time, he noted, NEA opposed an amendment which would have permitted school boards to pay the back wages only if the increases met "certain very narrow criteria"—and even then to pay only if they wished.

"This amendment is a cruel joke on the teachers who have been depending on the Congress to put some equity into the wage-price program," the congressman said.

After the retroactive provisions of the bill became law, Patman told NEA staff workers that he wanted to "commend the teachers for the strong effort they made in support of the positions adopted by the majority of the House Banking and Currency Committee. It was essential that the viewpoint of the NEA be made clear," he said, "and you did a magnificent job of carrying out this task."

As enacted, the legislation provides for retroactive payment of wage increases agreed to before August 15 if arrangement was made to finance the increases through taxation or appropriations, even if this financing money was not raised or provided until after that date. But furthermore, unfinanced increases can also be paid if they are not "unreasonable inconsistent" with the President's Pay Board guidelines. Morrison asserted that most educators whose wage increases were frozen should qualify for retroactivity under one of these legislative provisions.

In deciding whether a proposed pay raise meets the guidelines, the Pay Board cannot include fringe benefits, such as health and pension plans, which are not a part of regular pay, the legislation states.

The report of the conference committee put the retroactive pay matter this way:

"The conferees intended to require retroactive and deferred pay under either the House provisions or the Senate provisions, whichever provision would authorize such payments to be made. The conferees also intended that the provisions relating to employment contracts also apply to wage increases which were scheduled to be paid as a result of an agreement or an established practice but which were not allowed to go into effect because of the 90-day freeze or subsequent controls issued under the authority of this title."

American overseas teachers who are employed by the U.S. Defense Department should be covered by the legislation granting retroactive pay, NEA officials said.

At the request of NEA, Rep. Morris Udall (D-Ariz.) engaged in a colloquy with the chairman of the House Banking and Currency Committee, Wright Patman (D-Texas), on the matter. Udall asked if he was correct in assuming that the retroactive payments also would apply "to the teachers employed by the Defense Department who teach American dependents in our Defense Department schools overseas." Patman replied "That is correct. . . . I am glad to have this clarified for these teachers who are in a unique position."

Morrison noted that passage of the legislation "validates the position we've urged since the August 15 freeze announcement; a position, I might add, we often, especially in September and October, seemed to defend alone."

Morrison, testifying before the House Committee on Banking and Currency in October, told of "the unbelievable confusion that Phase I of direct wage control of teachers' salaries has wrought."

Part of the confusion and uncertainty on the part of school boards and faculties stemmed from the timing of the freeze, falling in the middle of the traditional period in which schools were either not in operation or were operating only at reduced capacity.

In the face of this untenable situation, NEA conducted an unprecedented four-month campaign to right the inequities to teachers. An estimated 36,000 man-hours were expended by headquarters personnel, while additional tens of thousands of hours were spent on the situation by leaders of the 9,000 state and local affiliates of NEA.

NEA leaders went to the offices of the COLC and the OEP, to the halls of Congress and its committee chambers, to the White House, and even to the federal courts in the attempt to rescue teachers from the morass of federal bureaucratic confusion.

AFT asks credit for NEA acts

While NEA and its affiliates throughout the nation were conducting a massive campaign to win back pay for teachers caught in a salary bind because of the timing of the wage-price freeze, the American Federation of Teachers was busy claiming credit for the work the United Teaching Profession was doing.

AFT lauded its own lobbying efforts and sneered at NEA for accepting a seat on the Cost of Living Council's State and Local Government Committee.

What AFT didn't tell its members was that, in the words of Congressional leaders, "NEA gave invaluable assistance" in assuring teachers and college personnel equity in the wage-price legislation. What AFT also didn't report was that its president had accepted a seat on the COLC committee but had to decline on orders from higher labor officials in the AFL-CIO.

Even AFL-CIO lobbyist Kenneth Young is quoted (in the December 18 issue of *National Journal*) as saying: "NEA is the most effective of all the education groups in terms of lobbying."

AFT also took credit for intervening in a New Orleans court suit that won back pay for teachers. The union failed to tell its members, however, that NEA was a party to the suit and that the AFT, denied the right to enter the suit, merely filed a brief with the court.

NEA message in newspapers thanks teachers for support

The message below from NEA President Donald E. Morrison appeared January 5 in 23 of the nation's major newspapers from coast to coast. It was headed, "Thank you, teachers." In addition, 704 of the 887 U.S. television stations received a one-minute message in which the NEA president commended Congress and President Nixon for passage of legislation granting teachers retroactive pay.

On Wednesday, December 22, President Nixon signed into law a bill granting retroactive pay increases to 1,600,000 teachers in classrooms across the nation.

This action recognizes that great inequities had worked against teachers who had legal contracts prior to the wage freeze and who were caught by the freeze two weeks before school opened.

You contributed to the successful passage of this bill through your membership in the National Education Association and your state education association and your individual effort in writing to your Congressmen. Your active support enabled us to maintain organized contacts with members of Congress and the executive branch and to express your point of view to them.

Representative Wright Patman, chairman of the House Banking and Currency Committee, said that teachers surpassed all other groups in their concern—and in *constructive action*—in connection with this problem. Senator John J. Sparkman, chairman of the Senate Banking, Housing and Urban Affairs Committee, said, "We received excellent help from the NEA and we just appreciate so much what they did for us in helping us to work this out so the teachers of this country will not be the neglected group."

These Congressmen were talking about you.

These Congressmen recognize your efforts.

These Congressmen appreciate your concern.

So as president of the NEA, I thank you.

Passage of this legislation is the result of many months of hard work carried out in Washington by the officers and staff of your state and national associations.

This will not be the last major battle we will face together in our efforts to build a strong teaching profession and good schools for Americans. Understaffed schools, dilapidated buildings, repressive personnel policies, and inadequate and discriminatory financing must be attacked with the same vigor with which we fought on the present issue. Your continued support will be as valuable in the future as it has been today.

—Donald E. Morrison, NEA president.

CON CON/Pro and Con

At the mandate of the 1970 NEA Representative Assembly, 484 delegates attended an NEA Constitutional Convention last summer. Representing state and local education associations and other NEA-related organizations, the delegates drafted a new constitution and bylaws for the Association. The proposed documents appeared in full in a September 1971 *NEA Reporter.*

The Con Con delegates reconvene this spring in Minneapolis to consider amendments to the proposals. The final Con Con proposals will be presented to the 1972 Representative Assembly in Atlantic City this summer and, if approved there, will be presented to the entire membership for a vote in November.

Some education organizations have issued statements on the Con Con proposals; several of these statements appear on this page and the next.

Association of Classroom Teachers

The following statement on the NEA Constitutional Convention was approved by the executive committee of the Association of Classroom Teachers of NEA:

In this era of rapid social, economic, and technological changes, classroom teachers are well aware of the need for drastic and dramatic changes in the total educational complex if education is to meet the needs of society today and tomorrow.

Classroom teachers are convinced that the professional associations must undergo sweeping structural reorganization if they are to meet the needs of members.

Classroom teachers view the NEA Constitutional Convention as the only hope for achieving the degree of reorganization that is essential. Classroom teachers commend the Con Con delegates for the bold steps taken at the Fort Collins session and call for even bolder steps in the refinement of the proposed NEA Constitution and Bylaws in Minneapolis and Atlantic City. Classroom teachers believe that regardless of what other provisions are included in the final document, one principle is essential: that classroom teachers must be accorded peer status among all other segments of the education profession.

Classroom teachers therefore reaffirm their commitment to the reorganization of the National Education Association and its departments, national affiliates, and associated organizations through the establishment of two new national organizations of

"Classroom teachers must be accorded peer status among all other segments of the education profession."

different types, each with appropriate state and local substuctures:

(1) an autonomous classroom teacher association (individual membership only) that has peer status with the autonomous associations representing other segments of the profession; and (2) an alliance of these autonomous associations (organizational memberships only) that provides a vehicle through which the education profession can more effectively voice its concerns and use its collective power for the improvement of education.

School Principals and Administrators

The American Association of School Administrators, the National Association of Elementary School Principals, and the National Association of Secondary School Principals jointly issued the following statement:

NEA must choose between adherence to its historic all-inclusive nature or to one special interest membership group. To remain all inclusive, NEA must overhaul the proposed constitution and bylaws so that special interest groups may exist as an integral part of the inclusive structure but may retain their identity as autonomous entities with dignity and without subservience. Whether the sun is setting on a century-old federation or whether the sun is rising on a design that will serve us even better will soon be known. The outcome may hinge on the Fort Collins proposal.

What they really said at Fort Collins

The essence of change embodied in the proposed constitution and bylaws is found in the Preamble:

"We the members of the National Education Association . . . recognize the primary importance of the classroom teacher. . . ."

• This accent on the role of the teacher in the Preamble is reemphasized in the goals and objectives of the Association and in many of the articles and sections that delineate the rights and responsibilities of classroom teachers in contrast to administrator members. The "primary importance" of classroom teachers is typified in the clause that requires that "all NEA committees shall consist of seventy-five (75) percent classroom teachers," and this provision is protected further by the requirement that any member who changes his professional position shall be transferred to the class of members applicable to his new position and the requirement that a committee member vacate his seat if by reason of a change in his educational position the requirement of 75 percent classroom teachers ceases to be met.

• The relationship and role of school administrators and supervisors and their organizations to the NEA and its state and local affiliates are spelled out more specifically in the bylaws. One specific objective of the NEA will be "To protect and support members as employees in disputes with employers or with those acting on behalf of employers."

• That administrators may have difficulty participating in local and state education associations is indicated in the regulations covering membership. The bylaws limit active membership in the NEA to persons who maintain membership in the local and state affiliates, where they are eligible, and actively support the principles and actions of the Association. However, membership in local associations will be determined by the local association by educational position through secret ballot. This means that administrators could be eliminated from participation in local associations. If membership is not available to administrators at the local level, the state may provide for admission at the state level by vote of the state delegate assembly.

• Narrowing even more the potential participation for administrators are the stipulations that "Educators who negotiate for school boards or for boards of trustees of higher education institutions shall not be eligible for membership in the Association" and that "Active membership shall be open to any person . . . who holds a regular teaching certificate. . . ." Many educators, both administrators and teachers, would be barred from membership for failure to possess a "regular" teaching certificate.

Although almost all administrators have earned a "regular" teaching certificate, many of them, because of their specialized assignments, have permitted their teaching certificates to lapse.

• "The right to vote and to hold elective office or appointive position shall be limited to active members, except as otherwise provided," is a statement included in the proposed bylaws. However, fundamental to active membership in any organization is the right to participate in its governance.

• The proposed constitution would prohibit administrators from serving as state directors on the NEA Board, and only unified members can be appointed to standing committees of the NEA. The bylaws provide for administrator representation on the board under the provision, "Active members who are not classroom teachers and who belong to organizations that do not represent classroom teachers shall be represented on the Board of Directors by at-large directors. Such representation shall be allocated in the ratio of one (1) for every 20,000 members, or a major fraction thereof, who are

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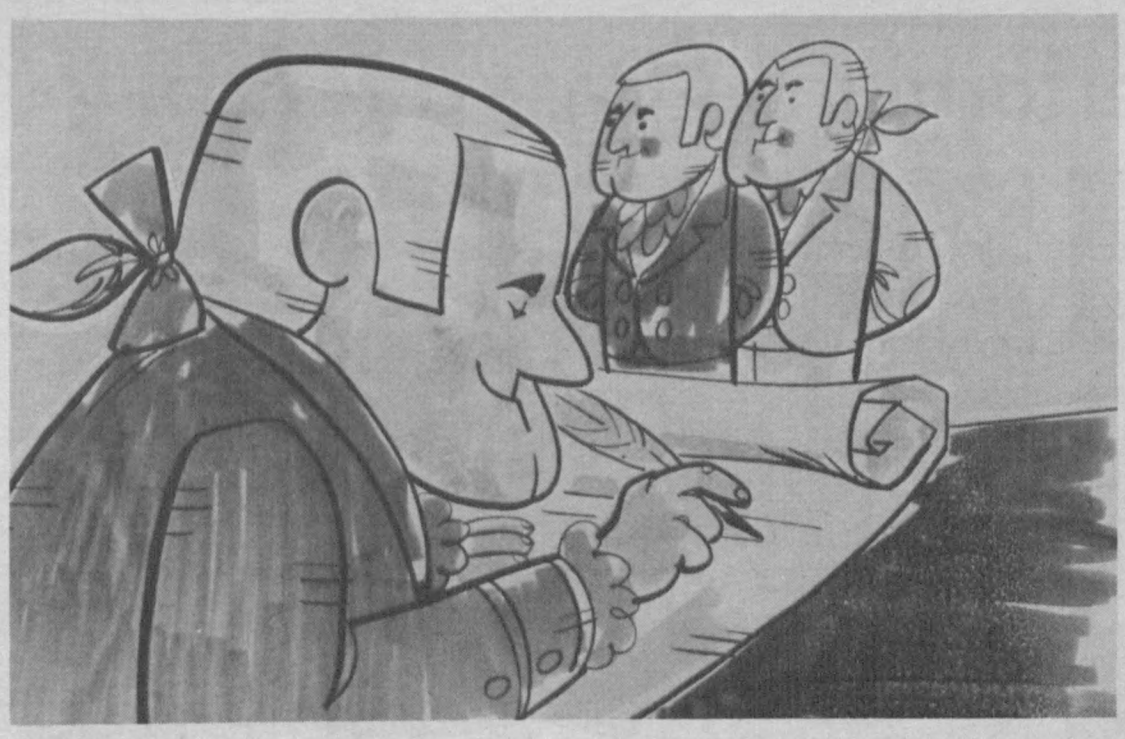


At left is one of the frames from the Con Con filmstrip. The color filmstrip, which compares the current NEA governance structure with the proposed constitutions', is part of a free comunications packet now available from the Con Con Office. The packet contains tally sheets on which the membership may record their comments on the proposed changes. Completed tally sheets will be turned over to each state's elected delegates before Con Con's March meeting in Minneapolis. The packet also contains copies of the proposed constitution.

NEA members are encouraged to order the free communications packets to assist them in presenting the document at meetings. Check first with your state association to see if they have copies of the filmstrip. If they are out, order them directly from the Con Con Office, 1201 Sixteenth St., N.W., Washington, DC 20036 (please give your name, the name of your association, and the place and date the filmstrips will be shown; indicate how many copies you need of the filmstrip, the proposed constitution, and the tally sheets).

Urban Educators

The following is a position statement by the National Council of Urban Education Associations:

Anything can be analyzed to death. If our founding fathers had adopted that attitude with the Declaration of Independence, we might not be here.

If we adopt a negative attitude with respect to the Con Con document, we will wind up with exactly what we have, the status quo. That may please some people, but it will not provide the organized teaching profession with a dynamic vehicle which will carry us into the 21st Century.

Certainly the document needs refinement. Certainly some provisions need to be re-examined. Certainly it needs to be debated. But it doesn't need a defeatist attitude.

NCUEA has adopted a strong position of support for the document because we believe it is the hope of the future. NCUEA believes Con Con is our opportunity to eliminate all the frustration, inefficiencies, and obstacles that now stand in our way and to mold the hopes of the organized teaching profession into a creation of reality. NCUEA believes the scope of Con Con reaches beyond our profession into the nation and will touch those who need to be touched by education. Never before have so few in education had so great an opportunity to create something that will affect so many lives.

NCUEA believes it is time to tell it like it is. Neither ACT nor AASA is happy with the compromise. ACT wants an autonomous classroom teachers' organization. AASA wants to maintain the status quo. That is what makes the Con Con compromise so right. It represents the only vehicle for changing the status quo without ripping us apart.

NCUEA believes Con Con has achieved a true compromise between classroom teachers and administrators. While guaranteeing that control of the organized teaching profession will rightfully be in the hands of classroom teachers, the document also provides for proportional representation of administrators.

> "We cannot afford any longer to allow the differences and self-interest of the past to keep us from the destiny of our future."

Hopefully, both ACT and AASA will reconsider their positions at Atlantic City and join in supporting the final document that comes out of Minneapolis.

Above and beyond its respect for the document itself, NCUEA also believes the document possesses the potential for creating one great united teaching profession for all three million teachers across the country.

NCUEA believes the adoption of the document will represent a giant step toward a National Collective Bargaining Law for teachers and all public employees.

NCUEA believes adoption of the document will provide a vehicle for legislative and political action on a par with those of other major groups in the political arena. NCUEA is committed to the position that Con Con will succeed because it was born out of the desires and aspirations of millions of teachers and because it is an idea which no one person, nor any group, can hold back. It is the promise of the fulfillment of the teaching profession. It is the stuff of which dreams are made.

NCUEA calls upon all groups to exhibit a level of statesmanship which will enable the organized teaching profession to become the most effective and powerful voice for education in the nation. NCUEA calls upon teachers, administrators, professional staffs and all educators to support at Atlantic City the final document that is approved at Minneapolis.

NCUEA believes Con Con is more than a dream —a vision—it is a reality that is within our power to achieve. We cannot afford any longer to allow the differences and self-interest of the past to keep us from the destiny of our future.

NCUEA strongly advocates the adoption at Atlantic City of the Con Con document which receives final approval at Minneapolis.

Principals and Administrators

(Continued from preceding page)

active members of the Association." The administrators organizations, however, will not choose their own delegates because "Nominations for at-large directors shall be open, and they shall be elected by the delegates to the Representative Assembly." Administrators who are members of a local and state association are eligible for election as representatives to the "Representative Assembly on the basis of proportional representation by education position."

- New restrictions concerning the relationship of administrator organizations to the NEA are included in addition to the qualifications imposed on individual membershp and particpation. The constitution provides that there will be two classes of affiliates: governance and nongovernance. The governance class shall include local and state affiliates exclusively. All other professional organizations, including AASA, NAESP, and NASSP, would be nongovernance affiliates.
- The proposed constitution contravenes the membership agreement set forth in the Dallas amendment. To qualify as a nongovernance affiliate, *all* members of the group (AASA, NAESP, and NASSP) must belong to NEA. Unstated is the fact that the proposed constitution, therefore, prohibits administrators or supervisors who are ineligible for NEA membership by local or state action or by virtue of negotiating for the board of education not only from belonging to NEA but also from belonging to AASA, NAESP, or NASSP.
- A nongovernance affiliate must agree to recognize and adhere to the preeminence of the Code of Ethics of the Education Profession (NEA). This means that the Code of Ethics of AASA and the Code of Ethics for Principals (under preparation by a joint task force from NAESP and NASSP) must yield jurisdiction over its membership whenever an alleged violation is covered in more than one code to the code administered by NEA.

> "[The proposals] would demolish the concept of professional unity through the National Education Association."

- The proposed document requires that the nongovernance affiliates shall not duplicate NEA services. No explanation of what this means is contained in the text, but it obviously has serious implications for major aspects of each of the organizations. AASA, NAESP, and NASSP have created programs of services for members who may or may not belong to NEA, and these may be viewed as duplicative. However, we can only speculate about the implications of this clause for every affiliated service, from publications to meetings.
- That the membership and fiscal year of an affiliated organization be the same as NEA's is another requirement in the proposal. This would require all of our groups to make changes in the calendars that have been set to meet their own particular needs.
- The proposed bylaws qualify and limit the potential for active participation by administrators and supervisors in the governance of the NEA by the "position requirement" for office and committee holders, although they state:

". . . members holding active life membership at the time of ratification of this document shall continue to have active membership for life. . . ."

Far more important than any precise requirement of the proposed constitution, however, is the overriding philosophy that would replace the present cooperative relationship between NEA and our groups with a dominant-subservient structure and would demolish the concept of professional unity through the National Education Association.

Topic for study: performance-based teaching

Performance-based teaching requires a great deal of planning and preparation time. In communities where PBT is being implemented, associations must negotiate for adequate time for teachers to perform these tasks. In one of the work groups, ACT President-Elect Alvia Barfield expresses the classroom teachers' point of view while Lowell Baum, of Provo, Utah, listens.

Who determines criteria and behavioral objectives? Mrs. Posey Smith, Jackson, Mississippi, talks with James Hanley, Grand Forks, North Dakota, about some of the issues raised by the performance-based teaching movement.

What role should the student association play in guaranteeing students' involvement in the PBT process? Olga Johnson, a Student NEA member from Durham, North Carolina, listens while Gilberto Valencia (left), Midland, Texas, and Thomas Dimitroff, Corning, New York, grapple with the problem during the ACT study conference.

We must see that professional practices acts are established in all states. Jim A. Roady, ACT president, talks with Dolores McDaniels, chairman of the Classroom Teachers National Study Conference on Performance-Based Teaching.

Classroom teachers eye a new proposal

"The performance-based movement is here. It will go on with us or in spite of us. If we classroom teachers are to have anything to say about how it's implemented, we must work through our local associations. We must insist on parity with other segments of the profession in the development of performance-based programs."

Dolores McDaniels, chairman of the Classroom Teachers National Study Conference, was summarizing conferees' opinions at the wrap-up of the two-day session. Over 100 classroom teachers and representatives of other organizations had convened in Washington, D.C., November 26-27 to discuss the issue of performance-based teaching, teacher education, and cetification. The study conference is sponsored annually by the Association of Classroom Teachers of the NEA.

At the opening session on Friday morning Dean Robert B. Howsam of the University of Houston, Texas, gave a talk which introduced a great deal of information on PBT—its definition, components, and objectives. He urged classroom teachers to work together with their colleagues to determine standards for performance-based teaching and performance-based teacher education.

Work groups

After Dr. Howsam's provocative talk, participants divided into four work groups. Each group was visited in turn by educators who are presently involved in performance-based programs. Included were classroom teachers, administrators, college staff members, and students. These 22 persons had come to Washington earlier in the week from Leon County, Florida; Marshall, Minnesota; Weber County, Utah; and Auburn, Washington, to plan the conference. The planning of this year's conference was subsidized by the performance-based teacher education project of the American Association of Colleges for Teacher Education and the Bureau of Educational Personnel Development of the U.S. Office of Education.

After having had most of Friday to receive and digest information on performance-based teaching, participants spent Saturday in eight smaller work groups discussing common concerns. Each of the groups then arrived at consensus statements on the issues and implications of performance-based teaching, and made recommendations for how to deal with it. Some of the recommendations follow:

Recommendations

- In any community where PBT is being considered, classroom teachers must be involved, through their local associations, in all stages of the program from the inception through implementation and evaluation.
- Any new contract negotiations in a community where PBT is being considered must include provisions for preparation time, materials, and procedures of teacher involvement.
- Teachers must insist that there be effective procedures at all levels for participation by students, minority groups, and members of the community.
- Teachers must insist on the inclusion of safeguards against discrimination in all phases of PBT, especially testing, tracking, allocation of funds, textbooks, and educational opportunities.
- The professional association must reject any program of teacher certification in which teachers have not had a decision-making role equal to that of teacher training institutions.
- Where teachers have not been involved fully in all phases of the development of performance-based programs, they must unilaterally refuse to participate.
- The association must exercise care to ensure that the personal element is not lost in the development of PBT and certification curriculums.

The April 1972 issue of *Today's Education: NEA Journal* will carry a special feature on performance-based teaching.

N.Y. teacher wins *Today's Education* award

Sidney Brody, Yorktown Heights, New York, English teacher, receives first prize in the 1971 *Today's Education* Teachers' Writing Competition from NEA President-Elect Catharine Barrett at the annual awards luncheon in Washington, D.C. Brody's prize-winning story, "Pringle's Pride," for which he was awarded $1,000, appears in the November issue of *Today's Education*. Walter Gobel, Jr., of Purling, New York, won the $500 second prize, and Richard Hollis of Los Alamitos, California, the $350 third prize. Fifteen other prizewinners, listed in the November issue, have been sent checks for $100 each. All prize money was supplied by the Reader's Digest Foundation.

Percent of teachers increases among NEA Conventioneers

A study of delegates to the 1971 NEA Representative Assembly in Detroit shows an increase in the percentage of classroom teachers compared to the San Francisco convention. According to the NEA Records Division, 5,082 of the 6,653 delegates to Detroit were classroom teachers—76.4 percent of the total registration. Last year in San Francisco, this figure was 73.2 percent.

Superintendents, principals, and other supervisory personnel accounted for 16.4 percent of convention delegates with an attendance of 1,091. This group represented 18.5 percent in 1970.

Seventeen retired teachers constituted 0.25 percent of the total this year. Last year the number of retired teachers was the same, but the percentage was 0.2.

Staff members of state education associations made up 3.6 percent of the delegates, with 240 attending. Staff members made up the same percentage in 1970.

Other delegates numbered 223, or 3.35 percent of the total. In San Francisco, this figure was 4.5 percent.

Amendment confirms New Jersey unity

Unification was confirmed for New Jersey Education Association members in November by a 19,583 to 5,848 vote to amend NJEA's constitution.

Unified membership went into effect in New Jersey on September 1 through bylaw amendment but had been challenged in a court suit by three teachers. The court withheld ruling pending the constitutional action.

Project probes public attitudes toward physical education

Richard Kleva (right) introduces taped interviews reflecting public attitudes toward physical education at a recent workshop at NEA Center. With him are William Johnson (left) and Fay Biles, director of the Physical Education Public Information (PEPI) Project recently launched by the American Association for Health, Physical Education, and Recreation. Kleva and Johnson, both of the Brookdale Community College, Lincroft, New Jersey, are PEI coordinators. AAHPER has named nearly 300 coordinators—professional members of AAHPER—to work directly with newspapers, radio and television stations, magazines, and specialized media. Regional workshops for PEPI coordinators have been held in Chicago, Los Angeles, Portland (Oregon), Birmingham, and Washington, D.C. Through the project, AAHPER hopes to add to public understanding of the contributions of physical education and activity. The President's Council on Physical Fitness and Sports is cooperating with the project, AAHPER officials said.

Roster expanding

Extra effort set on minority involvement

The 1971 NEA Representative Assembly, in New Business Item 11, called for increased minority involvement at all levels of the Association.

New Business Item 11 states that: "Professional associations at all levels shall report to the Board of Directors on their progress toward the implementation of Resolutions C-42 and C-46, with respect to including minorities at all levels of staff responsibility and in positions of leadership in the association."

To implement the membership's objectives, the Association of Classroom Teachers Forum and the Center for Human Relations are expanding and computerizing the minority locator and referral file. This minority roster will be used by CHR and other NEA units to select participants for training labs, to appoint minority group educators to leadership positions, and to aid in staff recruitment. It will constitute the Association's rebuttal of the argument that "we have no minority participation because we can't find minority educators."

To get your name on the roster, fill in the coupon below.

To: ACT—CHR—MIP
National Education Association
1201 Sixteenth St., N.W.
Washington, DC 20036

Name .....

Street .....

City ..... State ..... Zip .....

Home Phone ..... School Phone .....
(area code no.) (area code no.)

Racial, Ethnic Group: Black....., Mexican American....., Native American....., Puerto Rican....., Oriental American.....,

Other.....
(specify)

NEA Membership? Yes....., No..... Offices Held .....

State Association Membership ..... Offices .....
(name of association)

Local Association Membership..... Offices.....
(name of association)

Position in School System: Teacher....., Supervisor....., Administrator....., Other .....
(specify)

Name of School .....

If not an educator, is your job related to education? Yes....., No..... Explain:

.....

Would you participate in a minority training seminar, if invited?

Yes....., No.....

Unsatisfactory conditions reported

Below is a current listing of names of school districts or systems where a state education association has notified members of the profession and the public that unsatisfactory educational conditions exist.

Association	District or System
• California Teachers Association	Alvord Unified
• California Teachers Association	Jefferson Elementary (Daly City)
• California Teachers Association	Lawndale Elementary
• California Teachers Association	Los Altos Elementary
• California Teachers Association	Los Banos Unified
• California Teachers Association	Madera Unified
• California Teachers Association	Ukiah Unified
• Delaware State Education Assn.	Delaware Public Schools
• Idaho Education Association	Idaho Legislature
• Illinois Education Association	Decatur Dist. No. 61
• Iowa State Education Association	English Valleys Community Schools
• Iowa State Education Association	Ida Grove Community Schools
• Minnesota Education Association	Appleton Public Schools
• North Dakota Education Assn.	Grand Forks Public Schools
• North Dakota Education Assn.	Turtle Lake Public Schools
• Ohio Education Association	Findlay School Dist.,
• Ohio Education Association	Logan City School Dist.
• Ohio Education Association	Springfield Local, Mahoning Co.
• South Carolina Education Assn.	S. Carolina Public Schools
• Washington Education Association	Mossyrock Public Schools
• Washington Education Association	Renton Public Schools
• Washington Education Association	Shoreline Public Schools

The Maine Teachers Association on December 10 removed sanctions from SAD 13 (Bingham area).

In December the Washington Education Association lifted sanctions from Mead Public Schools.

Sanctions lifted in Ohio

The Ohio Education Association last month lifted professional sanctions against Ohio in the wake of the 109th General Assembly's passage of the education, tax, and appropriations measure granting education an additional $388 million over the next 19 months.

Sanctions were leveled by the state association on September 1, 1970.

In lifting the sanctions, the OEA Executive Committee commended Gov. John J. Gilligan and his staff for its leadership during the long battle in the legislature for additional funds for education. Also commended were members of the legislature "on both sides of the political aisle who saw the desperate financial needs of the schools and responded with their help and their affirmative vote on the 1971-72 Education-Tax and Appropriations measure."

States and NEA sponsor

First DuShane Fund National Conference

State association leaders and staff responsible for administering legal defense programs met in Washington, D.C., in October with their NEA counterparts in the first DuShane Fund National Conference.

Participants were greeted Friday evening by Michigan teacher Ray Safronoff, chairman of the DuShane Fund Advisory Committee; Samuel B. Ethridge, NEA assistant executive secretary for teacher rights; and Jim Butler, director of the NEA DuShane Fund Division.

Keynote luncheon speaker was Steve Pollack, former assistant attorney general, Civil Rights Division, U.S. Department of Justice. As an attorney in private practice, Pollak is handling several landmark faculty desegregation cases, including cases in which federal courts struck down use of cut-off scores on national tests to retain faculty as a racially motivated practice.

Pollak told the group that education associations have both "the power and responsibility" to play a part in affecting changes in society. He urged them to select test cases which, if won, will have positive educational and social impact. He suggested that priority areas include:

- Desegregation and integrated faculties
- Effects of race and sex discrimination
- Voting rights
- Juvenile detention standards
- Equal housing opportunity and zoning laws
- Misuse of federal funds
- Discriminatory treatment of racial and national minorities and women in textbooks
- School finance and equal educational opportunity.

Participants heard reviews of the constitutional approach to defense of the rights of educators and new procedures for processing requests from members who need assistance.

Four state association leaders—Bill Williams (Wyoming Education Association), Jack Bertolino (New Jersey Education Association), Joe Reed (Alabama Education Association), and Edgar Lindley (Ohio Education Association)—informed the group of their association's procedures for handling educators' job-related problems.

Discussion of a legal services network for teachers, proper publicity of lawsuits, and improved coordination between local and state associations and NEA concluded the sessions.

At the DuShane Fund conference, state and NEA leaders discussed expanded legal defense services for teachers. Above, Ron Thompson (center) of Iowa offers suggestions to Gene Geisler (left) of Nebraska and Warren Cruise (right), DuShane Fund staff associate.

Arkansas, Iowa, Kansas affiliates attend institute

Members of the united teaching profession in three midwestern cities are helping to improve urban schools through their participation in an NEA-sponsored urban program. Desegregation is proceeding effectively and humanely in Little Rock, Arkansas, and Wichita, Kansas, because of association involvement, and means for protecting student rights are being developed by the Waterloo (Iowa) Education Association.

These three NEA affiliates participated last April in the Urban Institute held by NEA's Center for Human Relations. Each association sent representatives to the institute to prepare broadly based plans for solving urban school problems. Association members worked as a team with students, parents, and community representatives.

The Little Rock team developed plans to help their city utilize an Emergency School Assistance Grant of $770,000 to implement a court desegregation order. The 32-member Biracial Student Committee of the Little Rock public schools, which is an active part of the city's desegregation plan, includes Urban Institute participants. Ideas discussed by team members for improving school-community relations are reflected in the city's desegregation plan by the bi-racial school community information office. This is a rumor-control center which will sponsor human relations workshops.

Other aspects of the Little Rock desegregation plan include personnel services for students with behavioral problems, more reading and special education teachers, and staff development.

Members of the NEA-CHR Institute team from Wichita, which is also under court order to desegregate, helped develop proposals for federal desegregation assistance. They were influential in the school board's decision to hire four human relations coordinators for the system.

Because of its participation in the Urban Institute, the Waterloo Education Association is working to protect student rights and to increase black students' involvement in the school system. Team members presented the Waterloo school board a student grievance procedure similar to that found in model teacher contracts. The team also proposed that the school system's personnel office be reorganized to meet the special needs of the black student, teacher, and community, and that more black staff members be hired.

NEA's Center for Human Relations has sponsored the Urban Institute for the past two years to assist local associations and communities in reducing inter-group and inter-personal hostilities that make their schools unworkable. Institute staff helps participants to clarify and analyze their system's policies and rules, to increase their confidence in the system, and to improve student-faculty-administration-community relationships.

Plans are now under way for the third Urban Institute, to be held in April in Albuquerque, New Mexico.

Maine Future Teacher wins award

Katheryn Kearney, first place winner in the Future Teachers of America 1971 writing competition, shows her prize-winning poem to her congressman, Rep. William Dodd Hathaway (D-Me.). Miss Kearney, who is from Farmington, Maine, wrote a free-form communication with those in authority, which she titled "An Open Letter to Teachers." After protesting the wounding attitudes and actions of the educational system, Miss Kearney closes her poem with a note of hope: "watch and reach out when you can . . ./reach out; love;/and in spite of all the hurt climbing out of me/i will try to love back." "An Open Letter to Teachers" is printed in its entirety in the January issue of *Today's Education: NEA Journal.*

names in the news

Lyman V. Ginger, former NEA treasurer, took office as Kentucky state superintendent of public instruction on January 3. Ginger was formerly on the faculty of the College of Education, University of Kentucky.

Florida State Senator **D. Robert Graham** has been named the new chairman of the National Foundation for the Improvement of Education. The foundation was created in 1970 by NEA to facilitate research and innovation in teaching and learning. Re-elected vice-chairman of the foundation was **Donald F. Wilson,** past president of the Association of Classroom Teachers: and re-elected secretary was **Allen M. West,** NEA deputy executive secretary.

Eight members of the Future Teachers of America were elected at FTA regional conferences to serve on the national FTA executive committee. They are: Northeast Region—**Jennifer Theriault,** Ashland, Maine; North Central Region—**Jana Kitterman,** Webster City, Iowa; Northwest Region—**David Riddle,** Sunnyside, Wash.; Mid-Atlantic Region— **Sue M. Evans,** Pennsville, N.J.; Midwest Region—**Maureen Shayman,** Morton Grove. Ill.; Southwest Region—**Dan Newbold,** Salt Lake City, Utah; Southeast Region—**Pat Holleman,** Memphis, Tenn.; and South Central Region—**Stacy Foster,** Odessa, Tex.

Leo Reano, Santo Doningo Pueblo, New Mexico, died October 12 in an automobile accident. Reano, an industrial arts teacher, served on the NEA Human Relations Council and was instrumental in developing Indian education programs for NEA.

Wilfred J. Sheehan has retired as executive secretary of the Connecticut Education Association. He has served 22 years as a CEA staff member, the last seven as executive secretary. The new executive secretary is **Thomas Mondani,** who was CEA director of research.

Hollis (Hank) P. Harrison, NEA director for Alaska, has been named the state's Teacher of the Year. Alaska's representative, Harrison, a social studies teacher at Dimond-Mears Junior High School Complex in Anchorage, now competes with teachers from across the country for the five top positions as National Teachers of the Year.

The first **W. W. Eshelman** Memorial Scholarship was awarded this spring at the Upper Dublin (Pennsylvania) Senior High School. The Senior High School Scholarship Committee will present the award annually to a student who best exemplifies the characteristics of former NEA President Eshelman. Contributions to the fund may be mailed to Norman L. Jones, Upper Dublin High School, 800 Loch Alsh Ave., Fort Washington, PA 19034.

E. Robert Stephens, an Iowa educator, is the new president of the Rural Education Association. Stephens is associate professor of educational administration at the University of Iowa's College of Education, and also associate director at the Iowa Center for Research in School Administration.

Ronald G. Jensen, who was assistant executive secretary, UniServ, Michigan Education Association, has been named executive director of the Indiana State Teachers Association, replacing **Robert H. Wyatt,** who has retired.

Early in November, Wyatt was presented a plaque from the National Council of State Education Associations "in recognition of 33 years of continuous service as executive secretary of ISTA." **Elmer Crowley,** executive secretary of NCSEA, made the presentation in Indianapolis.

current

What's going on in TV, radio, press, and national magazines

Television

(All times are Eastern)

You Are There—Saturdays, CBS-TV, 12:30 p.m. *January 22:* "Harriet Tubman and the Underground Railroad." *January 29:* "Lewis and Clark at the Great Divide." *February 12:* "Paul Revere's Ride." *February 19:* "The Siege of the Alamo."

CBS Children's Film Festival —"Heidi" Part I, Saturday, January 22, CBS-TV, 1 p.m. "Heidi" Part II. Saturday, January 29, CBS-TV, 1 p.m.

The Undersea World of Jacques Cousteau—"The Forgotten Mermaids"—Monday, January 24, ABC-TV, 8 p.m. Cousteau attempts to foster some understanding of the plight of the Manatee, a disappearing species, by gaining new insight into the nature of this animal. Recommended for viewing by NEA.

The Search for the Nile—Tuesday, January 25, NBC-TV, 7:30 p.m. This widely acclaimed six-part BBC dramatization of the search for the source of the Nile River by six adventurers in the mid-19th century will be aired on consecutive Tuesdays from January 25 through February 29.

Lyndon Johnson Talks Politics—Thursday, January 27, CBS-TV, 9 p.m. An informal conversation with the former President conducted by CBS News Correspondent Walter Cronkite.

Bangladesh—Monday, January 31, 10:30 p.m. ABC-TV news special on the aftermath of the war and the struggle to establish the new nation of Bangladesh.

They've Killed President Lincoln—Thursday, February 10, CBS-TV, 8 p.m.

The Violent Earth—Monday, February 14, ABC-TV, 8 p.m. This GE Monogram special focuses on the San Andreas Fault, one of the regions of greatest subterranean turmoil on this planet. Recommended for viewing by NEA.

The China Trip: The President Leaves for Peking, Saturday, February 19, ABC-TV, 10:30 p.m. Howard K. Smith will host the first in a series of special reports on the trip.

Appointment with Destiny—"Showdown at O.K. Corral"—Monday, February 28, CBS-TV, 8 p.m. Historical reenactment of one of the most famous incidents of the Old West. Recommended for viewing by NEA.

Magazines

(January issues)

Foreign Affairs—"The New Economics and U.S. Foreign Policy," by C. Fred Bergsten.

Fortune—"How the U.S. Got on the Road to a Controlled Economy," by Juan Cameron.

Jet *(January 13 issue)*—NEA proclaims January 15 as Human Relations Day in memory of the late Dr. Martin Luther King, Jr.

Parents' Magazine—"On Righting the Balance: An Early Education for Every Child," a guest editorial by Wilson Riles. "What Makes a Good School—And How To Get One," by Marion Stanwood Armington.

Saturday Review *(January 15 issue)*—"Compulsory Education: The Plain People Resist," by Stephen Arons.

Reader's Digest *(February issue)*—"The Child Trappers," by Lester Velie.

Holiday Inn bargain

Three-day weekend special announced

Through arrangements made by NEA's Special Services Division, NEA members are receiving this advance notification of a special weekend program with all Holiday Inns. Although this special offer will be announced nationwide, NEA members are being given this notification in advance of announcement to the general public.

On each 1972 legal Monday holiday weekend, individuals who plan a three-day stay in a Holiday Inn will pay only for two nights. The third night they will be guests of the Holiday Inn. The savings amounts to one-third off regular room rates for a three-day holiday weekend stay.

At Holiday Inns children under 12 always stay free in their parents' room, and if there are not sufficient beds in the room roll-aways will be provided at $2 extra, or cribs without charge. *This offer applies only to room rates and only when the guest stays at the same Holiday Inn three consecutive nights during all of a legal holiday falling on a weekend.*

Five of the 1972 legal holidays are: George Washington's Birthday—February 18-21; Memorial Day—May 26-29; Labor Day—September 1-4; Columbus Day—October 6-9; Veteran's Day—October 27-30.

Guests must make advance reservations and ask for the "third day free special."

Toll-free numbers to make reservations are:

Akron	1-800/238-5222
Atlanta	633-6231
Baltimore	1-800/238-5222
Birmingham	1-800/241-3371
Boston	357-5620
Charlotte, N.C.	1-800/241-3371
Chicago	461-1900
Cincinnati	1-800/238-5222
Cleveland, Ohio	1-800/238-5222
Columbus, Ohio	1-800/238-5222
Dallas	1-800/453-5555
Dayton	1-800/238-5222
Denver	1-800/453-5555
Detroit	1-800/238-5222
Fort Worth	1-800/453-5555
Houston	1-800/453-5555
Huntsville, Ala.	1-800/241-3371
Indianapolis	1-800/238-5222
Jacksonville	1-800/241-3371
Kansas City, Kan.	1-800/621-5511
Kansas City, Mo.	1-800/621-5511
Little Rock	1-800/238-5222
Los Angeles	800-453-5555
Louisville	1-800/241-3371
Memphis	363-3400
Miami	1-800/241-3371
Milwaukee	1-800/621-5511
Minneapolis	1-800/621-5511
Nashville	1-800/241-3371
New Orleans	1-800/238-5222
New York	(212) 736-4800
Oklahoma City	1-800/621-5511
Omaha	1-800/621-5511
Peoria	1-800/238-5222
Philadelphia	1-800/238-5222
Phoenix	1-800/453-5555
Pittsburgh	800/238-5222
Portland, Ore.	1-800/453-5555
Salt Lake City	521-6200
San Diego	1-800/453-5555
San Francisco	1-800/453-5555
Seattle	1-800/453-5555
St. Louis	1-800/238-5222
St. Paul	1-800/621-5511
Toledo	1-800/238-5222
Washington, D.C.	800/238-5222

NEA Executive Committee views "The Little Ark"

The NEA Executive Committee attended a private, advance screening of "The Little Ark," a Robert B. Radnitz production that dramatizes the adventures of two Dutch orphan children during the 1953 floods in Holland. The motion picture stars Theodore Bikel as a ship's captain and (shown above) Philip Frame and Genevieve Ambas as the children. Radnitz, whose previous productions "A Dog of Flanders" and "Island of Blue Dolphins" won Venice Film Festival awards, tries to show children in situations where they accept responsibility, forget self, search for knowledge, and have the joy of discovery. "The Little Ark" is based on a Jan de Hartog novel. A study guide for classroom discussion of the picture is available free from Mr. Ira Teller, National General Pictures Corp., 600 Madison Ave., New York, NY 10022.

professional calendar

Jan. 20-22—Conference, Research in "Open" Informal Education, American Assn. of Elementary Kindergarten-Nursery Educators, Washington, D.C.

Jan. 23-29—Midwinter meeting, American Library Assn.—American Assn. of School Librarians, Chicago.

Jan. 27-30—Representative Assembly, Student NEA, Kansas City, Mo.

Regional seminars, Grass Roots Involvement Program: **Feb. 3-5**—Central, Hot Springs, Ark. **Feb. 24-26**—Midwest, Chicago. **Mar. 2-4**—North Central, St. Paul, Minn. **Mar. 9-11**—Mid-Atlantic, White Sulphur Springs, W. Va. **Mar. 16-18**—Western, Albuquerque. **Apr. 6-8**—East Coast, Niagara Falls. **May 4-6**—Northwest Missoula, Mont.

Meetings, Natl. Council of Teachers of Mathematics: **Feb. 10-12**—Beaumont, Texas. **Feb. 13-15**—Las Vegas, Nev. **Mar. 2-4**—Denver. **Mar. 16-18**—Atlantic City. **Apr. 16-19**—50th annual, Chicago.

Feb. 11-13—Annual meeting, Natl. Council of Administrative Women in Educ., Atlantic City.

Feb. 12-16—Natl. convention, American Assn. of School Administrators, Atlantic City.

Feb. 23-26—Annual meeting, Natl. Business Education Assn., Chicago.

Feb. 23-26—Annual meeting, Assn. of Teacher Educators, Chicago.

Mar. 5-8—Annual conference, Assn. for Supervision and Curriculum Development, Philadelphia.

Mar. 8-12—Biennial natl. convention, Music Educators Natl. Conference, Atlanta, Ga.

Mar. 14-16—Annual winter conference, Urban Executive Directors Assn., Washington, D.C.

Mar. 18-22—Annual convention, Natl. Assn. of Secondary School Principals, Anaheim, Calif.

Mar. 19-25—Workshop for Key School Executives, Center for Educational Systems, NTL Institute for Applied Behavioral Science, Phoenix.

Mar. 20-24—Annual convention, Council for Exceptional Children, Washington, D.C.

Mar. 23-26— Annual convention, Natl. Assn. of Women Deans and Counselors, New York.

Regional conferences, American Assn. of Elementary-Kindergarten-Nursery Educators; **Mar. 24-25**— Buffalo. **Apr. 21-22**—Oklahoma City.

Natl. conventions with districts, American Assn. for Health, Physical Education, and Recreation: **Mar. 9-11**—Midwest, Indianapolis. **Mar. 16-17**—Northwest, Fairbanks Alaska. **Mar. 24-28**—Southern, Houston. **Apr. 13-16**—Eastern Kiamesha Lake, N.Y. **Apr. 13-15**—Central, Fargo, N.D. **Apr. 20-23**—Southwest, Las Vegas.

Mar. 26-30—Annual natl. conference, American Industrial Arts Assn., Dallas.

Regional meetings., Natl. Business Education Assn.: **Mar. 29-31**—Western Salt Lake City. **June 21-24**—Mountain Plains, Denver.

Conference, Natl. Art Education Assn.: **Mar. 26-31**—Detroit. **Mar. 26-31**—Honolulu. **Apr. 3-8**—New York. **Apr. 30-May 3**—Raleigh., N.C.

Editor is awards chairman

Jim A. Roady, president of the Association of Classroom Teachers, NEA, has announced that Geraldine Rhoads, editor of *Woman's Day Magazine*, New York City, has been named chairman of the awards panel for the 1972 National School Board Awards Program. The event has been sponsored annually since 1967 by ACT and the Thom McAn Shoe Co.

Nominations may be submitted by local classroom teacher associations affiliated with NEA. Upwards of 45 school boards may be selected by the panel for recognition—15 national and regional awards totaling $8,000, plus 30 regional citations.

Life insurance quiz sent to all members

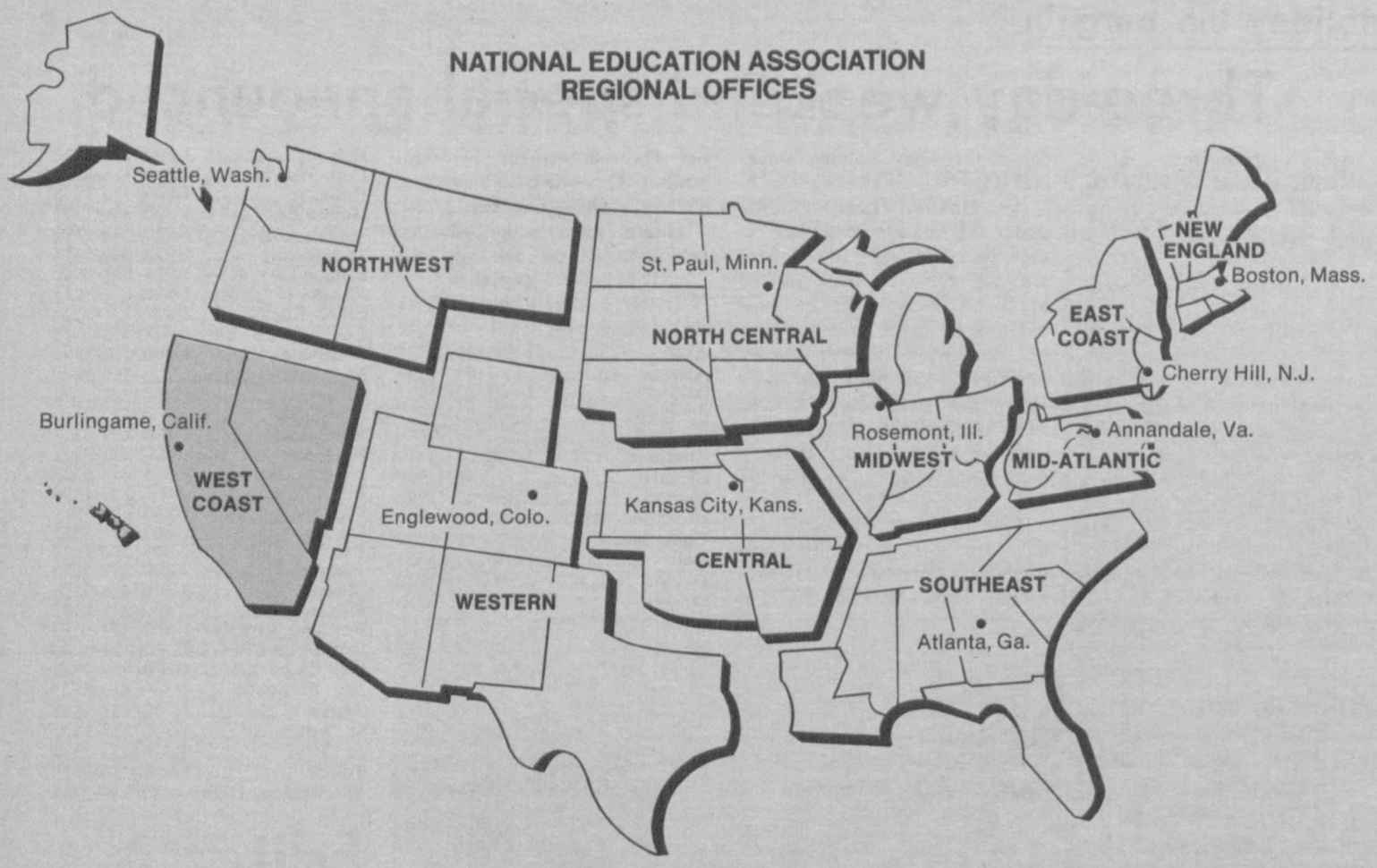
Every NEA member was sent an NEA Life Insurance Quiz recently. The Special Services Division designed the quiz to help members choose the life insurance plan best for them.

Four plans of low-cost, high-value term life insurance are offered, all with dependents' coverage available.

Any member who did not receive the quiz may order a free copy from NEA Special Services, Room 915, 1156 Fifteenth St., N.W., Washington, DC 20005.

Administrators set $30 fee for convention

NEA members attending the American Association of School Administrators convention in Atlantic City, February 12-16, should note that the registration fee for non-AASA members will be $30.



Have expertise, will travel

Ninth in a series

NEA regionals—where the action is

NEA's West Coast Regional Office serves teachers in California, Nevada, and Hawaii—a three-state area marked by diversity and contrast.

In addition to the geographic and climatic extremes of deserts and the Pacific-washed islands, the region includes the nation's most heavily populated state, California, and one of the least densely populated mainland states, Nevada.

Teachers in all three states are covered by active negotiations; however, contrast marks this area as well.

Whereas the comparatively small state of Hawaii has one of the most liberal public employee negotiation laws in the nation, big urbanized California is still struggling with the Winton Act. This "meet and confer" law is so highly restrictive it does not recognize exclusive negotiation rights or the right to negotiate at all in many areas of teacher concern. Though the California Teachers Association has proposed legislative amendments to strengthen the law, passage involves an uphill battle.

Meanwhile, in Nevada, negotiation has proceeded in an atmosphere of relative order and cooperation. Most of Nevada's teachers are located in the state's two largest counties —Clark, which includes Las Vegas, and Washoe, which includes Reno—and neither district, nor any other in Nevada, has had a major negotiation breakdown to date.

Back in 1969-70, the major area of conflict, crisis, and massive staff work was Los Angeles with its history-making teacher strike. Last year, the West Coast Regional staff literally moved to and lived in Hawaii for almost six months.

Working under the guidance of Roy Archibald, West Coast Regional Director, the staff dug in for the long campaign leading up to the first representational election in the nation that involved an entire state. Hawaii is the one state that has a single, statewide school board and, thus, only state-level negotiations.

During the most intensive period of work, more than 15 additional mainland NEA staffers joined the West Coast contingent to work closely with and bolster the Hawaii State Teachers Association team.

Ultimately, a smashing election victory was won which gave the unified profession exclusive negotiation rights for the 10,000 public school teachers of Hawaii.

Currently, after months of effort, Hawaii negotiations are at impasse. Unless resolution can be won for the major issues at stake, the looming spectre of a statewide teacher strike—one that would be legal in this state—could become a reality, perhaps by February.

Should Hawaii teachers strike, NEA's West Coast staff would again span the Pacific to move into the front lines serving and assisting teachers to win still another victory in the state that has next to the longest history of professional unification in the country. Only Oregon, unified one year earlier, in 1944, pre-dates Hawaii's adoption of unification.

During recent months, Daly City, California, was the focal point of NEA regional staff involvement. When Daly City teachers struck early this school year, they kicked off a concerted action drive that turned into a month-long battle involving NEA's West Coast staffers in some 1,800 man-hours of front-line service and assistance in crisis management.

Ultimately, the strike was halted by order of a superior court judge. However, though back in class, Daly City teachers have not backed away from any of the crucial issues involved in the controversy. They are working vigorously now for the recall of the Daly City school board and winning growing public support in this effort.

Throughout the year, NEA's West Coast staffers engage continuously and cooperatively in planning and conducting training workshops and seminars for local leaders in many of the roughly 1,000 NEA affiliates located in the region. In addition, various members of the staff focus on large-scale political as well as major informational operations. And, nothing is permitted to interfere with continuing persistent work in an exceedingly active and effective program of teacher defense, conducted essentially with the aid and support of NEA's DuShane Fund.

Roy A. Archibald
Director, West Coast Office

To a great extent, of course, the quality of service and assistance provided by NEA West Coast staffers to the region's teachers is what it is because of the rather special backgrounds of training and experience that each man brought to his job.

Roy Archibald, director, joined the NEA staff in 1958 as legislative consultant for all of the 13 Western states; he became director of the West Coast Regional Office in 1964. In addition to a background in education and leadership, he brought with him such action-oriented and successful experiences as having served as mayor of San Mateo, California, for two terms, and as a member of the City Council during the past 14 years.

Monroe Sweetland, legislative consultant, was appointed in 1964, when Archibald moved into the director's spot. His previous relations with the organized teaching profession had been as a state senator and chairman of the Senate's Education Committee in Oregon. In addition, he brought with him years of experience as the publisher of an Oregon newspaper. Utilization of this combined background has worked very effectively for West Coast teachers on several fronts.

Reynaldo Martinez, field representative, started out as a Mexican American specialist when he first joined NEA's West Coast staff in 1968. As a classroom teacher in Las Vegas, he had been active and effective in promoting teachers' rights; as an organization leader, his achievements in teacher-defense, as well as in building leadership participation among Chicano teachers, adds up to an impressive record.

S. P. "Chip" Tassone, leadership development specialist since 1969, brought to the West Coast Office the experience and top-notch reputation earned as field representative on NEA's trouble-shooting Organizing Team. Prior to joining the NEA staff, he had been a teacher in Michigan and on the PR staff of the Michigan Education Association.

William Kilroy, coordinator for PR & TV, is the newest West Coast staffer and a transplanted New Englander. During 1970, he also served on NEA's Organizing Team, and prior to joining the NEA staff, was PR director for the Massachusetts Teachers Association.

NEA West Coast Regional staff (left to right): Monroe Sweetland, Reynaldo Martinez, Bill Kilroy, and Chip Tassone.

NEA study shows

Teachers are younger and better educated

The median age of America's teachers is dropping, according to an NEA research study. At the same time teachers are better educated than ever before.

Median age of all teachers is now 35 years, almost 6 years younger than in 1961. The survey of public school teachers by the NEA Research Division found that women teachers accounted for most of the drop in median age, declining from 45.5 years in 1961 to 40 in 1966 and to 37 in 1971. Men teachers, as a group, have been relatively young—33.6 years in 1961 and 33 five years ago and in 1971.

Teachers, the preliminary report shows, tend to have shorter lunch periods than a decade ago, and they continue to exceed the 40-hour work week in school duties. They are politically active and are involved in many self-improvement activities such as advanced college study, workshops, and educational travel.

Lunch periods, on the average, are 37 minutes now, down from 40 in 1961. On the other hand, fewer teachers are responsible for eating lunch with pupils—31 percent in 1971, 47 percent in 1966, and 39 percent in 1961.

In a time when 35-hour work weeks or four-day weeks are not uncommon, teachers still spend 47 hours weekly on school duties—the same as in 1966 and 1961. There is a bit of consolation in the fact that only 8 of those hours are on noncompensated duties, compared with 11 hours five years ago, the preliminary report of "Status of the American Public-School Teacher, 1970-71" shows.

Less than 3 percent of the teachers lack a bachelor's degree, a big drop from the nearly 15 percent without the degree a decade earlier. Seventy percent now have a bachelor's degree, 27 percent a master's.

A clarification

The *NEA Reporter* story (November) about raids on pension funds described the Texas fund as having suffered a deferral of state funds in the amount of $35 million. This amount was not lost to the fund; rather, the interest that would have accumulated had the money been paid on time was lost.

Increasingly, the degrees are being earned at public institutions rather than nonpublic. Seventy-six percent of the teachers who have bachelor's degrees and 76 percent of the teachers who have master's degrees earned them at public institutions.

Most teachers still are students. In the recent survey, 61 percent of them reported they had earned college credits in the last three years.

Many of the teachers had kept quite busy in other activities during those three years too. Forty-one percent had served on a curriculum committee and 35 percent on some other committee or special assignment; about 30 percent had engaged in educational travel; 59 percent had taken part in school workshops during the school year and 21 percent during the summer; 25 percent had been involved in education association activities; and 11 percent in educational TV.

Membership in formal organizations declined, however. Over the 10-year period, church or other religion-group membership dropped from 87 to 78 percent; youth-serving group, from 21 to 16; fraternal or auxiliary, from 33 to 15.

4-H Club leaders meet NEA official

The four 4-H Reporters-to-the-Nation for 1971 talk with Corma A. Mowrey, director, NEA Division of Organization Relations, during recent 4-H Week ceremonies. Left to right are Shari Snitzer, Coolidge, Arizona; Clifford Nash, Barnesville, Georgia; Dr. Mowrey; Daniel Reason, Roxbury, Massachusetts; and Kathy Jo Nichols, De Witt, Michigan. The four young people represent the nation's more than four million 4-H members in all 50 states, the District of Columbia, Puerto Rico, the Virgin Islands, and Guam.

Free statement offered

Associations urged to act on renewal sites

NEA instruction and professional development staff this month urged teacher associations wishing to affect decisions in their states regarding nominations for U.S. Office of Education renewal sites to communicate with their state department of education Renewal Center Coordinator. Quick action is needed, they said, because sites are to be selected soon. The Teacher Centers, one of the chief components of an Education Renewal Site, will be established once the sites have been decided upon.

Between 50 and 75 renewal sites—and teacher centers—will be begun this year, with more to come in succeeding years. Final selection will be made by the U.S. Office of Education, with nominations coming from states. The renewal effort will concentrate on those school systems in the nation having a large proportion of students from families of low income and with low performance averages.

James Becker, NEA assistant executive secretary for instruction and professional development, has communicated with USOE personnel regarding teacher involvement at the national planning level, and is expecting to receive news of the appointment of some members of NEA's newly formed IPD Council to a task force to help with guidelines and other general planning for renewal sites.

Becker has also appointed a staff committee, headed by Ole Sand, to develop a general statement on teacher centers and to make it available to NEA members.

The statement contains a factual explanation about teacher centers, a rationale for them, and some examples of what teacher centers might look like.

Members wishing a copy of the IPD staff document on teacher centers may write to James W. Becker, at NEA Center.

World adult education seminar held in Jamaica

"The Teaching Profession and the Education of Adults" was the theme of the Sixth Invitational Seminar on Adult Education of the World Confederation of Organizations of the Teaching Profession held last summer in Kingston, Jamaica. Participants from 17 countries attended the invitational seminar.

Single copies of the proceedings of the seminar, including papers on "Education for Family Living" and "Adult Education as an Accelerator of National Development," are available without charge from the NEA Division of Instruction and Professional Development—Adult Education.

St. Louis area teachers help to sign up over 11,500 new voters

More than 11,500 new voters, mostly young people, were enrolled this fall during a special registration drive in St. Louis city and county in which the St. Louis Suburban Teachers Association cooperated with radio station KXOK, the League of Women Voters, and the St. Louis City and County Board of Election Commissioners. Some 75 teacher-volunteers were recruited for the drive by SLSTA. New voters were registered daily in downtown St. Louis, at suburban shopping centers, and via mobile units. In the photo at left above, SLSTA President Robert Graham (left) and teacher-volunteer Jane Neukomm (right) greet new voter registrants Debbie and Donna Zoltowski, 18- and 19-year-olds. In the photo at right, Graham congratulates Mr. and Mrs. Fred Nipper (left), who registered during the drive. Mrs. Nipper is a naturalized American citizen from Austria. Also on hand is teacher-volunteer Carole Harris, who is herself a naturalized citizen from Canada.

Indian educators choose NEA

The National Council of the Bureau of Indian Affairs Educators (NCBIAE), an NEA affiliate, recently defeated the National Federation of Federal Employees (NFFE) for the right to represent more than 1,000 teachers in the Navajo Reservation Area, primarily in Arizona and New Mexico.

Results of mail balloting November 9-25 were: NCBIAE—421; NFFE—136; neither—50; void—30; challenged—5.

Although there have been a few negotiation agreements in local BIA schools, this was the first area-wide representation election for federally employed teachers since modification in July of the executive order on federal employee bargaining to allow election of exclusive bargaining agents. A favorable ruling in September by the Labor Department on an NEA/NCBIAE petition opened the door to having area-wide rather than school-by-school elections.

Rhode Island honored

Sherwin J. Kapstein (left), executive secretary of the Rhode Island Education Association, and Ronald L. DiOrio, RIEA president, receive a plaque on behalf of their association from Elizabeth Einsiedler of the staff of *Today's Education: NEA Journal.* The presentation acknowledges RIEA's service to the united profession for its publication of the first continuous state edition of *Today's Education.* The first Rhode Island edition of the *Journal* was published in September 1969.

Backlog of education bills . . .

(Continued from page 2)

when Congress takes up the Administration's executive reorganization plan.

School desegregation. This $1.5 billion program to help schools desegregate is part of the higher education package scheduled for conference. (See story, page 1.)

Welfare reform. The Senate will soon take up HR 1, a package of social security amendments, including Medicare and other retirement benefits sought by teachers, as well as the Administration's controversial Family Assistance Plan.

Equal Employment Opportunities Commission. The Senate is expected to act on a House-passed bill and add provisions bringing teachers under EEOC and giving the agency power to issue "cease and desist" orders against discriminating employers.

Career education. Experimental programs in this field are authorized in the higher education bill which is scheduled for conference early this year. (See story, page 1.)

Status of major education bills at the end of the first session—92nd Congress

Bills & Committee Assignment	House	Senate	Provisions
Department of Education HR 2356 (Government Operations) S 1485 (Government Operations)	In Committee	In Committee	Creates a cabinet-level Department of Education to administer all federal education programs and to give education a top-level spokesman.
Collective Bargaining S 600 (Labor & Public Welfare) HR 9324 (Education & Labor)	In Committee	In Committee	Requires teachers and school boards to bargain in good faith and establishes an independent agency to regulate the process.
Mobile Teachers Retirement Act HR 10216 (Education & Labor) S 2082 (Labor & Public Welfare)	In Committee	In Committee	Permits teachers to move across state lines without losing all retirement benefits.
Medicare for Teachers HR 1 (Ways & Means) S 880 (Finance)	Passed 6/22/71	Hearings suspended	Extends Medicare coverage to teachers not presently covered, through agreements between HEW and state governments.
Retirement Income Tax Credit HR 1 (Ways & Means) S 316 (Finance)	Passed 6/22/71	Hearings suspended	Amends the Internal Revenue Code concerning tax treatment of retired teachers and others whose income is derived from sources other than Social Security.
Special Revenue Sharing for Education HR 7796 (Education & Labor) S 1669 (Labor & Public Welfare	Hearings began 12/9/71	Hearings in progress	Administration proposal to repeal over 30 categorical education programs and redistribute $3 billion under five broad categories: aid to the disadvantaged, impact-aid, vocational education, education for the handicapped, and special support services.
Department of Human Resources HR 6963 (Government Operations) S 1432 (Government Operations)	In Committee	In Committee	Administration plan to replace HEW with a Human Resources Department. Education programs would be regrouped and operated along with manpower and social service programs.
General Education Assistance Act of 1971 HR 1491 (Education & Labor)	In Committee		Authorizes $100 per school-age child to states for increasing teacher pay and meeting other needs; provides added $2.5 billion for poor states.
Copyright Revision S 644 (Judiciary)		In Committee	Overhauls 1909 law. Sets standards for "fair use" of copyrighted materials for educational purposes.
School Desegregation HR 7248 (Education & Labor) S 1557 (Labor & Public Welfare)	Passed 11/4/71	Passed 4/26/71 Conference pending	Provides $1.5 billion over two years to aid nationwide school desegregation. House bills contains anti-busing amendments and allows more general use of funds.
Early Childhood S 2007 (Labor & Public Welfare)		Presidential veto sustained 12/10/71	Creates new federal child day care system emphasizing educational, nutritional, and health services for preschool children. Families earning less than $4,300 receive free services; others pay on a sliding scale.
Higher Education Bills HR 7248 (Education & Labor) S 659 (Labor & Public Welfare)	Passed 11/4/71	Passed 8/6/71 Conference pending	Expands and revises most higher education laws. Creates new programs of institutional and student aid.
National Institute of Education HR 7248 (Education & Labor) S 659 (Labor & Public Welfare)	Passed 11/4/71	Passed 8/6/71 Conference pending	Creates an educational research institute to promote educational experimentation and reform.
Occupational Education HR 7248 (Education & Labor) S 659 (Labor & Public Welfare)	Passed 11/4/71	Passed 8/6/71 Conference pending	Increases federal support for career (vocational) education and counseling at both the high-school and post-high-school level.
Ethnic Heritages Studies HR 7248 (Education & Labor) S 659 (Labor & Public Welfare)	Deleted from Bill 11/4/71	Passed 8/6/71 Conference pending	S 659 authorizes $30 million over two years for ethnic cultural heritage studies. Grants could be used to develop curriculum and train teachers.
Indian Education S 2482 (Labor & Public Welfare)		Passed 10/8/71	Provides $118.5 million to local school systems to improve education of Indian children and adults.
Equal Employment Opportunities Commission HR 1746 (Education & Labor) S 2515 (Labor & Public Welfare)	Passed 9/16/71	Floor action pending	Senate bill brings teachers under the jurisdiction of the EEOC and gives that agency power to issue "cease and desist" orders against discriminating employers. HR 1746 does not cover teachers and weakens EEOC.
Equal Rights Amendment HJ Res. 208 (Judiciary)	Passed 10/12/71	Reported from Subcommittee 11/22/71	Constitutional amendment giving women equal rights. Senate version contains qualifying provisions.
Economic Stabilization Act—1970 S 2891 (Banking) HR 11309 (Banking & Currency)		Public Law 92-210 12/22/71	Extends Presidential authority to impose wage and price controls; grants retroactive pay for educators (see story, page 1).

Major Bills Enacted: U.S. Office of Education Appropriations (PL 92-48), signed 7/9/71, providing, $5.02 billion for USOE-administered programs in fiscal 1972; 18-Year-Old Vote (26th Amendment to the U.S. Constitution), ratified 6/30/71; Public Service Employment Act (PL 92-54), providing $2.25 billion for 150,000 federally backed jobs in the public sector for fiscal 1972 and 1973; School Lunch (PL 92-153), signed 11/5/71, directs USDA to provide free or reduced price lunch to all needy children; Copyright Amendment (PL 92-140), signed 11/15/71, creates limited copyright in sound recordings; Economic Stabilization Act (PL 92-210), signed 12/22/71, extends wage/price controls, grants retroactive teacher pay.

Top Court gets cases on tenure

The U.S. Supreme Court will hear two landmark cases supported by the NEA Du-Shane Fund concerning the rights of nontenured teachers. In both cases defendant college trustees have appealed rulings which are favorable to the educator.

In October, the high court agreed to review the Roth case; in June, it had agreed to review the Sindermann case. NEA will file briefs supporting the teachers.

In *Roth,* the Seventh Circuit's order prohibits state university boards of regents from nonrenewing a faculty member without basis in fact. The Court required the trustees to supply Roth with a written statement of reasons for their decision not to renew his contract and a hearing.

David E. Roth, a former political science instructor at Wisconsin State University (Oshkosh), was not renewed after his one year on the faculty. Roth, who had made critical remarks about the administration following a campus disturbance, alleged that the trustees' decision not to retain him was in reprisal for his exercise of constitutionally protected freedom of expression and that he was entitled to a hearing.

Hearing required

In *Sindermann,* the Fifth Circuit ruled that when a nontenured teacher has "an expectancy of reemployment," the school board must provide a fair and impartial hearing. If a teacher believes that he can show that his nonrenewal is punishment for his exercise of constitutional rights, he is also entitled to a hearing, including the right to cross-examine witnesses produced by the opposition.

Robert Sindermann, a social science instructor at Odessa Junior College (Texas), alleged that his teaching contract was not renewed solely because he exercised First Amendment rights of association, expression, and petition. As president of the Texas Junior College Teachers Association, he had testified before a state legislative committee on matters relating to tenure and academic freedom. He had also advocated elevation of the college to four-year status.

The Supreme Court has not yet decided whether to review the case of Thomas Orr, a nontenured Columbus, Ohio, high school teacher. Orr appealed a decision by the Sixth Circuit Court of Appeals reversing a favorable lower court ruling ordering the school board to provide a written statement of reasons, adequate notice of a hearing, and a hearing at which a teacher may submit evidence to refute the charges against him.

The Court's decisions sometime during its current term in the *Roth* and *Sindermann* cases can have significant effects on teacher rights.

World Confederation plaque salutes the National Education Association

On October 23, NEA Secretary Sam M. Lambert (left) and NEA President Donald E. Morrison, in ceremonies at NEA Center, unveiled a plaque saluting the Association. Presented by the World Confederation of Organizations of the Teaching Profession, the plaque records the confederation's "deep appreciation of the wholehearted cooperation of the NEA throughout the period when the WCOTP international secretariat was located in Washington, D.C." Watching the unveiling at right is William G. Carr, WCOTP president, former WCOTP secretary general, and former NEA executive secretary. Members of the NEA Board of Directors also attended the ceremonies.

Committee plans the process for 1972-73 NEA budget

The NEA Committee on Program and Budget—a seven-member body chosen from the NEA Board of Directors and the Executive Committee—has begun planning the budget process for 1972-73. The committee met at NEA Center in October and December and in Ft. Lauderdale, Florida, in November, and has scheduled five further sessions, all in Washington, D.C. (on January 7-9, February 11-14, March 3-6, March 19-21, and April 7-8). At the meeting above (left to right) are: Committee Chairman Merlyn (Pete) Smith: NEA President-Elect Catharine Barrett; NEA Treasurer Nelson Kreuze; James Harris, NEA director from Iowa; Executive Committee Member Roberta Hickman; and Thomas Bush, NEA director from Maryland. North Dakota NEA Director Roger Kolsrud was unable to attend the meeting.

Student NEA gears up for 1971 political action drive

Student NEA has targeted and funded five special pilot projects at universities for impact on the 1972 elections. These projects will spearhead Student NEA's political action drive next year, and they will also be tailored toward legislation affecting student's local and state education concerns.

In line with this program is action taken in early December in Chicago by 3,000 college students attending the Emergency Conference for New Voters. The conference committed itself to working for the election of youthful delegates to the 1972 conventions.

The delegates also approved formation of a National Youth Caucus, designed to encourage students in college communities to atttend precinct, county, and district political caucuses. NYC hopes that if enough young persons are placed on these caucuses, it will be possible to convince the nation's major party leaders that they deserve representation in the state political delegations.

Classroom Teacher resolutions are due February 1

Local associations and state associations of classroom teachers are requested to send copies of their resolutions to the Association of Classroom Teachers at NEA Center by February 1. The ACT resolutions committee will study these resolutions and consider them along with those submitted by individual classroom teachers.

ACT's resolutions committee will meet from February 24-27 in Washington, D.C., to draft the resolutions which will be presented to the ACT Representative Assembly in Atlantic City, New Jersey.

Members appointed to the 1971 resolutions committee are Posey Smith, Jackson, Miss. (chairman); Linda Berg, Great Falls, Mont.; Bernard Freitag, Trevose, Pa.; Faith Hill, Fort Wayne, Ind.; Josue Hoyos, Napa, Calif.; Michael Logan, Coralville, Iowa; George May, Merrimack, N.H.; and Walt Prothero, Midvale, Utah. Judy Behnke, Grandview, Mo., is executive committee liaison with the resolutions committee.

New from NEA Educational Travel

Alaska/Canada cruises for next summer

The NEA Educational Travel Division is offering members, their families, and friends a choice of five 14-day cruises to Alaska and Canada this summer. Although the cruise ship, the Princess Italia, is all first class, adult fares are available over a wide range from $720 to $1,015.

At each of the seven ports visited on this cruise, the Princess Italia serves as a floating hotel—NEA travelers do no packing and unpacking—and four gourmet meals are served every day on board.

Tour dates

Tour dates (all departing and returning via San Francisco) are as follows:

PIC-1—June 15 through 29

PIC-2—June 29 through July 13

PIC-3—July 13 through July 27

PIC-4—July 27 through August 10

PIC-5—August 11 through August 25.

The cruise

Two days out from San Francisco, you arrive in one of the world's most beautiful harbors, surrounded by towering mountains. You're in Vancouver, ready to browse in fine shops, explore beautiful Stanley Park, and see a colorful parade of the Royal Canadian Mounties. Two more days, and you're sailing into Alert Bay, jewel of the Inside Passage, destination over the years of Indian fishermen, Russian seal hunters, Boston whalers, and Scottish fur traders.

Then comes Ketchikan, "Salmon Capital of the World" and totem pole country. You can walk its board streets or fly by bush plane to one of the hundreds of nearby trout lakes. Back aboard the Princess Italia, you sail through forest-clad inlets and wilderness fjords to Juneau, Alaska's capital. Here you can ride in an ore car through one of Alaska's gold mines, see the spectacular Mendenhall Glacier, or play golf on fairways covered with crushed quartz.

Skagway is the most northern port of call. You can ride the White Pass narrow-gauge railway over the trail of the '98 Yukon Gold Rush. Then you'll sail in time for a daylight trip through a national forest—on the Lynn Canal.

Next comes Czarist territory—or it was for centuries—scenic Sitka-by-the-sea. The Russian influence is still apparent in the architecture and the historical landmarks and museums.

And what would a cruise to Canada be without Victoria? It is terribly English, with double-decker buses, tea and crumpets—even a Parliament building. In two weeks you'll have come a long way, sailing on a little piece of Italy—the Italia is of Italian registry—through fjords which compare with Scandinavia, to the most romantic ports of Canada and Alaska, finally visiting this transplant from Olde England.

When you arrive back in San Francisco you'll feel as though you've seen some of the most beautiful sights in the world.

Floating resort

Cruising aboard the luxurious Princess Italia is a vacation in itself. She's all one class—first. Fully-stabilized. Very modern, from her contemporary lounge chairs to her radar-equipped bridge. And very Italian. There are eight decks to roam, with more public space per passenger than any cruise ship ever built. Television in every stateroom. Floor-to-ceiling picture windows in the grand salon—so you can watch that magnificent coastline go by in armchair comfort. A big theater and mosaic-decorated pool. A swinging nightclub and restful lounges.

The gala social calendar offers you just as much, or as little, as you want to do. The Princess Italia is a country club, a health resort, and a luxury hotel.

The superb service on the Princess Italia reflects the fact that her Italian chefs, waiters, and maitre d' were trained in the finest hotels in Europe. Attentive cabin stewards provide room service at any hour of the day or night, at the push of a button in your comfortable stateroom.

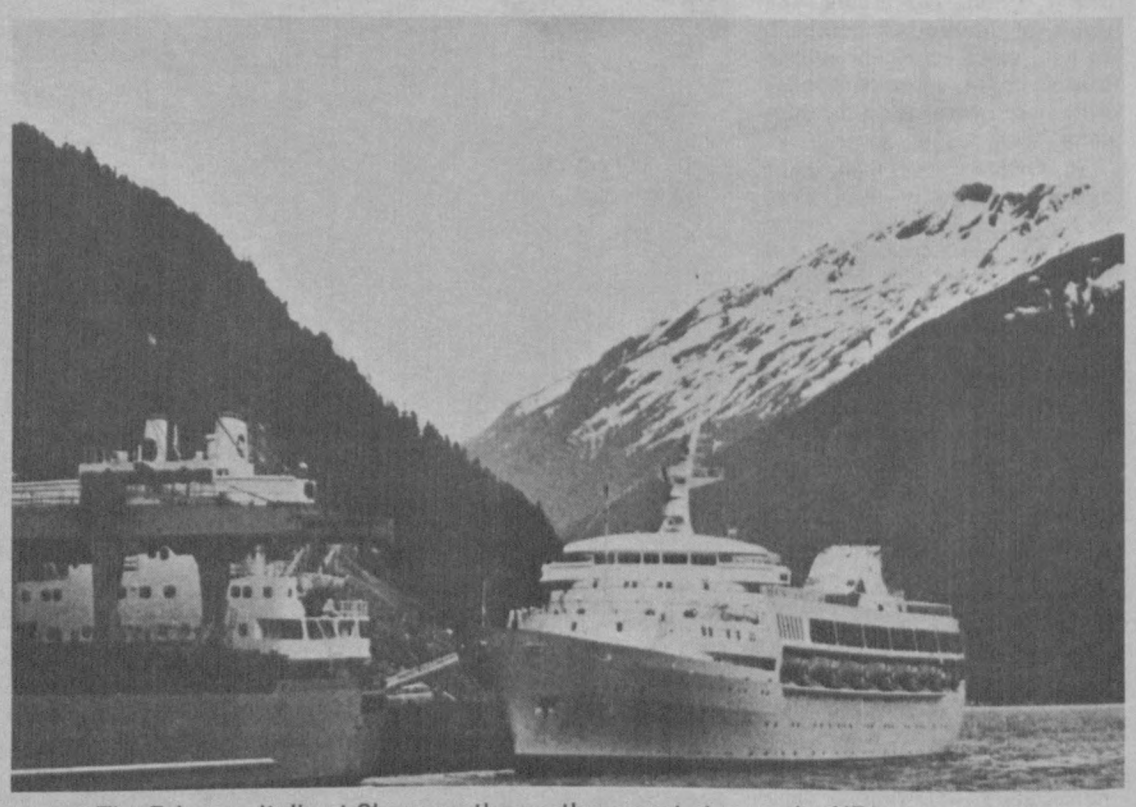
Marvelous menu

You can start your day with a Continental breakfast in bed. Or have a full breakfast up on the Lido Deck, or in the superbly appointed dining room.

At 11 a.m., boullion is served poolside. Then luncheon in the dining room. Say, royal pheasant in champagne. Or how about shishkebab a la greque? At 4 p.m., there are tea and cakes in the grand salon. Then at 6:30 p.m. the bands begin to play, cocktails are served, and you prepare for dinner.

Some people travel on the Princess Italia for the food alone. Call for the oh-so-tender beef Wellington with a bottle of chateauneuf-du-pape. Or there are the veal medallions villa d'este . . . or, well, you name it. The chef has never been stumped yet whether the call is for the finest gourmet dishes, kosher food, a salt-free diet, or low-calorie meals. The desserts are magnificent presentations, from flaming baked Alaska to crepes suzette. And the wine steward will help you make your selections from ten thousand bottles of wine from the cellar below.

The NEA Travel Division is pleased to offer these cruises for the first time. There is no more relaxing way to spend a vacation.

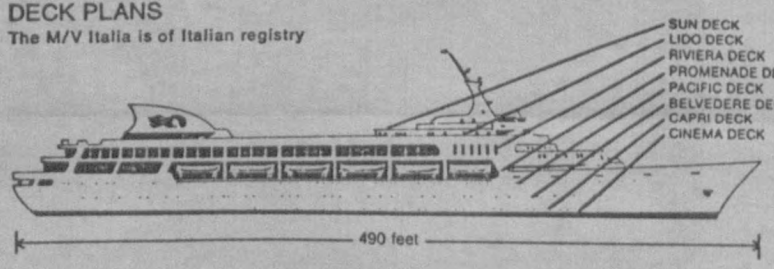


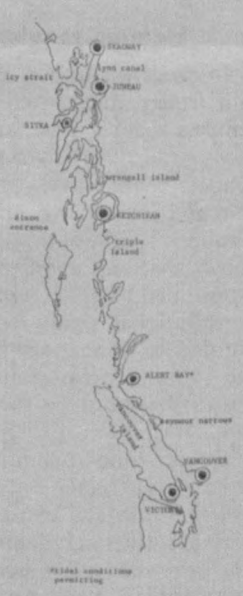
The Princess Italia at Skagway, the northernmost stop on the NEA-planned trip

Princess Italia

DECK PLANS

The M/V Italia is of Italian registry





PRICES: (All double rooms)			SPACE TYPE
Pacific Deck:	Inside staterooms, upper and lower berths	$720	M
Capri Deck:	Outside staterooms, upper and lower berths	$895	K
Capri Deck:	Inside staterooms, two lower berths	$940	L
Pacific Deck:	Inside staterooms, two lower berths	$1,015	J

Note: Colored brochure with deck plan and details on space types sent upon receipt of deposit.

Children's Fares: Children under 18 occupying a room with two full-fare-paying adults carried at one-half minimum rate. A child with one adult occupying a room will be carried at one-half the room rate.

Application for Alaska/Canada Cruise Reservation

Please reserve ..... spaces on (code letters of cruise) ..... departing from San Francisco on (date) ..... Enclosed is my deposit in the amount of $.....
($200 per person deposit required)

Please indicate first, second, and third choice of deck and space type desired:

First choice ..... Second choice ..... Third choice .....

Name(s) .....

Address .....
(street) (city) (state) (zip)

Home telephone ..... School telephone .....
(include area code) (include area code)

.....
(signature)

.....
(date)

Send completed application and deposit to: EDUCATIONAL TRAVEL DIVISION, NEA
1201 16th Street, N.W.
Washington, DC 20036

Something for everyone

NEA summer tours encircle the globe with travel bargains

Over 80 complete tours to all parts of the world are being offered this summer to NEA members, their families, and friends. The day-by-day itineraries on these tours are contained in the illustrated 64-page tour book, "NEA Travel 1972," now available from NEA's Educational Travel Division. Application forms, included in the book, simplify making reservations.

Sophisticated travelers will be particularly interested in the fascinating Around-the-World tours. The most inclusive world tour, **Around the World via India and Greece** (from San Francisco) is highlighted by remote Nepal, intriguing Persian cities, Babylon and Ninevah in Iraq, and the Holy Land, in addition to Japan, Taiwan, Philippines, Hong Kong, Thailand, India, Iran, Kuwait, Lebanon, Egypt, Israel, and Greece. Two dates are available: June 23 through August 17 and June 30 through August 24. Price is $2,950.

Exploring the Unusual Around the World (from New York City), June 23 through August 20, is $2,998. Experienced travelers seeking the unusual will enjoy such features as the Himalaya region (Kashmir, Nepal, Darjeeling, Mt. Everest), Jordan's Lawrence of Arabia country at Wadi Rum, and Burma's fabled Mandalay, in addition to Lebanon, Kuwait, Iran, Afghanistan, West Pakistan, Swat, India, Thailand, Hong Kong, and Japan.

Carl Purcell, well-known professional travel photographer, is directing the new **World Tour for Photographers** (from San Francisco), July 9 through August 6. Tour price is $2,095. Camera bugs can have a field day snapping pictures in Japan, Hong Kong, Thailand, India, Iran, Turkey, and Greece.

Budapest to Tashkent, Eastern Europe, Russia, and Soviet Central Asia (from New York City) is an adventure to such unusual places as the USSR Central Asian Republics of Kazakhstan, Uzbek, Tadzhik, Turkmen, Georgia, and the Ukraine, in addition to Denmark, USSR, Hungary, and Czechoslovakia. Dates for this tour are July 2 through August 7, and the price is $1,785.

Major Highlights of the Soviet Union (from New York City) is available on July 5 through July 26 or July 26 through August 16 for just $998. The tour includes Moscow, Volgograd, Sochi, Kiev, Rostov-on-Don, and Leningrad.

Some of the latest "in" places, such as Marrakech, Leptis Magna, Abu Simbel, and Luxor are included in **Treasures of the Mediterranean** (from New York City). Dates are July 9 through August 7, and the price is $1,798. Tour members can bargain hunt in exotic old medinas, enjoy folklore in the Libyan oasis town of Ghadames, as well as visit Morocco, Tunisia, Libya, Egypt, Greece, and Turkey.

New this summer is the **Siberia and Russia** tour being offered on July 21 through August 6 (from Seattle) for $1,640.50. All all-inclusive, deluxe exploration of Siberia, Central Asia, the Black Sea, Moscow, and Leningrad are included. An optional extension to Alaska (Sitka, Juneau, Nome/Kotzebue, and Anchorage) is available August 6-12.

More and more people want to visit the African continent each year, and the popular **Africa, World of Contrasts** tour (from New York City) is scheduled for June 27 through August 2 and July 4 through August 9. Price is $2,450. Participants will first enjoy a bit of Athens, then travel on to Ethiopia, Kenya, Uganda, Zambia, Dahomey, Togo, Ghana, and the Ivory Coast. Features of this fascinating travel experience are mighty Victoria Falls, game viewing safari, and Dahomey, home of black magic.

South American Explorer (from Miami), June 28 through July 26, features an Amazon cruise, Iguassu Falls, Lake Titicaca, Cuzco, Machu Picchu, Colorado Indians, and the Galapagos Islands for $1,995. Visit Manaus, Brazilia, Rio de Janeiro, Buenos Aires, La Paz, Puno, Lima, Quito, Santo Domingo de los Colorados, and Guayaquil.

Seven-day Caribbean Air/Sea Cruises include jet flights from several cities to San Juan, Puerto Rico. Seven-day cruise from San Juan to six ports of call. Priced from $425 to $530. Four departures July through August.

To: Educational Travel Division, NEA
1201 16th St., N.W.
Washington, DC 20036

Please send me *NEA Travel 1972* (illustrated, 64-page summer tour book containing day-by-day itineraries of tours all over the world)*

Name .....

Address .....

City ..... State ..... Zip .....

*Some 5,000 copies of the booklet are already on their way to members who have requested it.

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Get in the DAF 44 and your holiday is relaxed. Say good-bye to stress and strain, and get the fun out of driving this outstanding, fully automatic car. Just two pedals—one to stop—one to go. Cruising speed of approximately 60 miles per hour. Plenty of room for you and your luggage. The anatomically shaped seats fit you, you don't have to fit them. Hop in and go at your convenience, and be $$ ahead. Gas mileage? 35 to 40 miles to the gallon; 1,750 KM per week free.

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* Subject to change according to $ exchange rate.

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Washington, DC 20036

Enclosed is my deposit of ..... for ..... reservations on
($125 per person)

charter flight ..... If first-choice flight is filled, my second choice
Code #

is ..... third choice is .....
Code # Code #

☐ Yes, I want to tour around Europe and enjoy the easy way of fully automatic travel the NEA-DAF Rental Program offers. Please send reservation forms and details.

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Address .....

City ..... State ..... Zip .....

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			flight price only
CW-1	☐ Dallas-Amsterdam-Dallas	Jun 15-Jul 27	$309
CW-2	☐ Albuquerque-Shannon/Amsterdam-Albuquerque	Jun 6-Jul 5	$304
CW-3	☐ St. Louis-Amsterdam-St. Louis	Jun 19-Jul 31	$279
CW-4	☐ Indianapolis-Amsterdam-Indianapolis	Jun 20-Jul 17	$258
CW-5	☐ Chicago-Shannon/Amsterdam-Chicago	June 21-Aug 23	$299
CW-6	☐ Detroit-Frankfurt/Amsterdam-Detroit	June 23-Aug 17	$288
CW-7	☐ New York-Madrid/Amsterdam-New York	Jun 21-Aug 3	$225
CW-8	☐ New York-Frankfurt/Amsterdam-New York	Jun 24-Jul 23	$223
CW-9	☐ New York-Geneva/Amsterdam-New York	Jun 25-Aug 2	$234
CW-10	☐ Boston-Shannon/Amsterdam-Boston	Jun 25-Aug 23	$253
CW-11	☐ Columbus-Shannon/Amsterdam-Columbus	Jun 28-Jul 28	$250
CW-12	☐ Hartford-Amsterdam-Hartford	Jun 27-Jul 25	$222
CW-14	☐ New York-Amsterdam-New York	Jun 28-Aug 25	$211
CW-15	☐ New York-Shannon/Amsterdam-New York	Jun 29-Jul 29	$199
CW-16	☐ Philadelphia-Frankfurt/Amsterdam-Philadelphia	Jul 2-Jul 31	$226
CW-17	☐ Dallas-Frankfurt/Amsterdam-Dallas	Jul 5-Aug 3	$309
CW-18	☐ Philadelphia-Amsterdam-Philadelphia	Jul 5-Aug 22	$215
CW-19	☐ Washington D.C.-Frankfurt/Ammsterdam-Wash., D.C.	Jul 3-Jul 24	$240
CW-20	☐ Detroit-Amsterdam-Detroit	Jul 4-Jul 27	$249
CW-21	☐ New York-Geneva/Amsterdam-New York	Jul 22-Aug 14	$206
CW-22	☐ Chicago-Amsterdam-Chicago	Aug 3-Aug 21	$256
CW-23	☐ New York-Amsterdam-New York	Aug 2-Aug 28	$215
CW-24	☐ Detroit-Amsterdam-Detroit	Aug 6-Aug 24	$249
CW-25	☐ Philadelphia-Madrid/Amsterdam-Philadelphia	Aug 8-Aug 29	$219
CW-26	☐ Los Angeles-Amsterdam-Los Angeles	Jun 23-Sep 9	$304
CW-27	☐ Los Angeles-Madrid/Amsterdam-Los Angeles	Jun 27-Jul 28	$314
CW-28	☐ Los Angeles-Frankfurt-Los Angeles	Jun 30-Aug 11	$316
CW-29	☐ Los Angeles-Amsterdam-Los Angeles	Jul 1-Aug 26	$304
CW-30	☐ Los Angeles-Frankfurt-Los Angeles	Jul 7-Aug 16	$316
CW-31	☐ Los Angeles-Amsterdam-Los Angeles	Aug 5-Sep 2	$304

All of the above flights are on World Airways jets.

NEA Travel offers

Japan and Hong Kong for $695 or $895

Rythmic Oriental music charms the traveler to Japan

NEA's Oriental Holiday tours this year offer the member a variety of dates and departure cities (see list at left) and a choice of two travel plans. All of the Oriental Holidays will include these stops:

Tokyo: Imperial Palace Plaza, Meiji Shrine, Kennon Temple, Olympic Stadium, shopping lane of Asakusa.

Nikko: Toshogu Shrine, Lake Chuzenjim, Kegon Waterfall, Dragon's Cascade

Hakone: Kamakura Daibutsu, the great image of Buddha; Hachiman Shinto Shrine, Ten Province Pass, Mt. Fuji

Kyoto: Ride on "Bullet Train," see Nijo Castle, old Imperial Palace, garden of the Gold Pavilion, Heian Shrine

Nara: Todaiji Temple, with colossal image of Buddah; Kasuga Shrine, Nara Deer Park

Osaka: Board jet to Hong Kong

Hong Kong: Ferry across famous Hong Kong harbor, Tiger Balm Gardens, Repulse Bay, Aberdeen. Free days to explore Hong Kong or take optional tour to Bangkok for $195 additional cost. Bangkok price includes round-trip jet transportation, hotel, two meals daily, floating markets tour.

PLAN A—$695 plus $30 tax and gratuities: Price covers all transportation, deluxe hotel accommodations, city sightseeing (full day excursions to Nara, Nikko and Hakone included in Plan B are not included in Plan A, but may be taken as options), transfers. No meals included except during flights. (Flights and hotels are the same for either Plan A or B)

PLAN B—$895—all inclusive: Price covers everything included in Plan A plus full day excursions to Nara, Nikko, and Hakone and two meals daily (full American breakfast and dinner). You may enjoy dinners at your hotel or at any one of several Dine-a-Round restaurants.

Accommodations: First-class and deluxe hotels, including Hotel New Otani in Tokyo, Miyako Hotel in Kyoto, and the Hong Kong Hyatt.

Note: Prices will remain firm regardless of currency fluctuations.

Six different dates are available for the Oriental Holiday:
OH-1—June 27 through July 10 from Atlanta or Los Angeles
OH-2—July 3 through 16 from Philadelphia or Seattle
OH-3—July 9 through 22 from New York or Chicago
OH-4—July 15 through 28 from Dallas or San Francisco
OH-5—July 21 through August 3 from Boston or Chicago
OH-6—July 27 through August 9 from New York or Columbus, Ohio.

Application for OH tour reservation

Applications for reservation of space will be accepted in the order of receipt when accompanied by a deposit of $200 per person. Deposits will be applied toward full tour price, with balance due six weeks in advance of scheduled departure. Make checks payable to one of the offices listed below.

Please reserve ..... spaces on (code letters of tour) .....

departing (city) ..... on (date) .....

I prefer Plan A ..... Plan B .....

Enclosed deposit $..... School Telephone No. .....
(include area code)

Name(s) .....

Address .....
(street) (city) (state) (zip)

ELIGIBILITY: To be eligible for one of the Oriental Holiday charter airfare tours, the NEA member must have held membership for at least six months prior to the scheduled date of tour departure. Send a photocopy (or other facsimile) of your latest NEA membership card or the mailing label from the latest issue of the *NEA Reporter* or *Today's Education* with your application and deposit.

Have you held NEA membership for at least six months prior to the date of the tour you have chosen? Yes ☐ No ☐

I affirm that I meet the requirements on eligibility for the tour requested. I understand that on tours using charter transportation, there is a $10 cancellation fee. No penalty on ground arrangements for cancellations 30 or more days in advance.

....
(signature) (date)

Send signed application, deposit, and proof of NEA membership to the office nearest you.

Educational Travel Division, NEA
1201 16th St., N.W.
Washington, DC 20036

IEA-NEA Travel Service
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This is the only travel program officially sponsored or approved by the National Education Association.

Spring tour offered for adventure lovers

Desert Journey, offered by NEA's Division of Educational Travel last year, is being repeated this spring from March 24 through April 8. The price of this most unusual travel offering is $1,398 from New York. Desert Journey features a three-day camel caravan trip through the desert following in the footsteps of Lawrence of Arabia. Travelers will see Amman, the capital of the Hashemite Kingdom of Jordan; Jerash; Jebal Bat'n al Ghoul; Khrene; Wadi Rumm; Aqaba; and Beirut.

Detailed information about Desert Journey appears in the Travel Division's illustrated 64-page summer tour book (see coupon on page 15) or you may write directly to the Travel Division at NEA Center for further details.

$299* NEA Easter tour set for Mallorca

Get away from it all for a week (April 2-9) in this pearl of the Mediterranean holiday islands. Largest of the Balearic Islands, which lie off the east coast of Spain, Mallorca is a superb holiday playground. Its 187 miles of coastline offer 100 beaches and tiny coves surrounded by the blue, warm waters of the Mediterranean.

Our NEA group will depart from Dulles Airport, Washington, D.C., on the evening of April 2 via Trans International DC-8 jet. Tour price includes: round-trip air transportation, transfers to and from hotel, seven days accommodations in deluxe new Hotel Bellver, American breakfast and five-course sumptuous dinner daily, cocktail party with open bar and hot and cold hors d'oeuvres, gala banquet Saturday, April 8, and tour of Mallorca.

Limited space is available on a first-come-first-served basis to persons who have been members of NEA for six months prior to departure and their immediate families. Apply immediately to reserve space. Mail your deposit check ($50 per person) together with your name, address, and number of reservations desired to: Educational Travel Division, NEA, 1201 16th St., N.W., Washington, DC 20036. Refund given on cancellations received 45 days prior to departure, less $10 cancellation fee.

** Plus 10% tax and tips.*

NEA backs ruling on school system merger

NEA President Donald E. Morrison said this month that the federal district court ruling ordering the black-majority school system of Richmond, Virginia, to merge with two neighboring, predominately white suburban school systems would have "tremendous significance."

The Richmond decision, made by Judge Robert R. Mehige, Jr., last month, has been delayed by a federal appellate court while an appeal from the state of Virginia is being processed.

Morrison said the ruling, along with the California State Court decision last August (*Serrano v. Priest*), which struck down the state's local property tax system as inequitable, "would probably have more impact than any decisions since the 1954 Brown decision." That U.S. Supreme Court ruling launched school desegregation by rejecting the "separate but equal" principle that had long been used to justify separate schools for whites and blacks.

Morrison explained that the "NEA supports school desegregation in substance as well as in theory—including those remedies which are necessary.

(See RICHMOND, page 12)

nea reporter

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NEA opposed them

Performance contracts flunk

NEA President Donald E. Morrison said this month that an Office of Economic Opportunity report on performance contracting verifies what the NEA has been saying all along: "that performance contracts simply don't work unless they meet carefully drawn criteria."

Morrison compared performance contracting to earlier education fads, designed "to provide simple, cheap solutions to problems that are both complex and expensive." "If performance contracting is to succeed, the key will be teacher involvement from the beginning," he said.

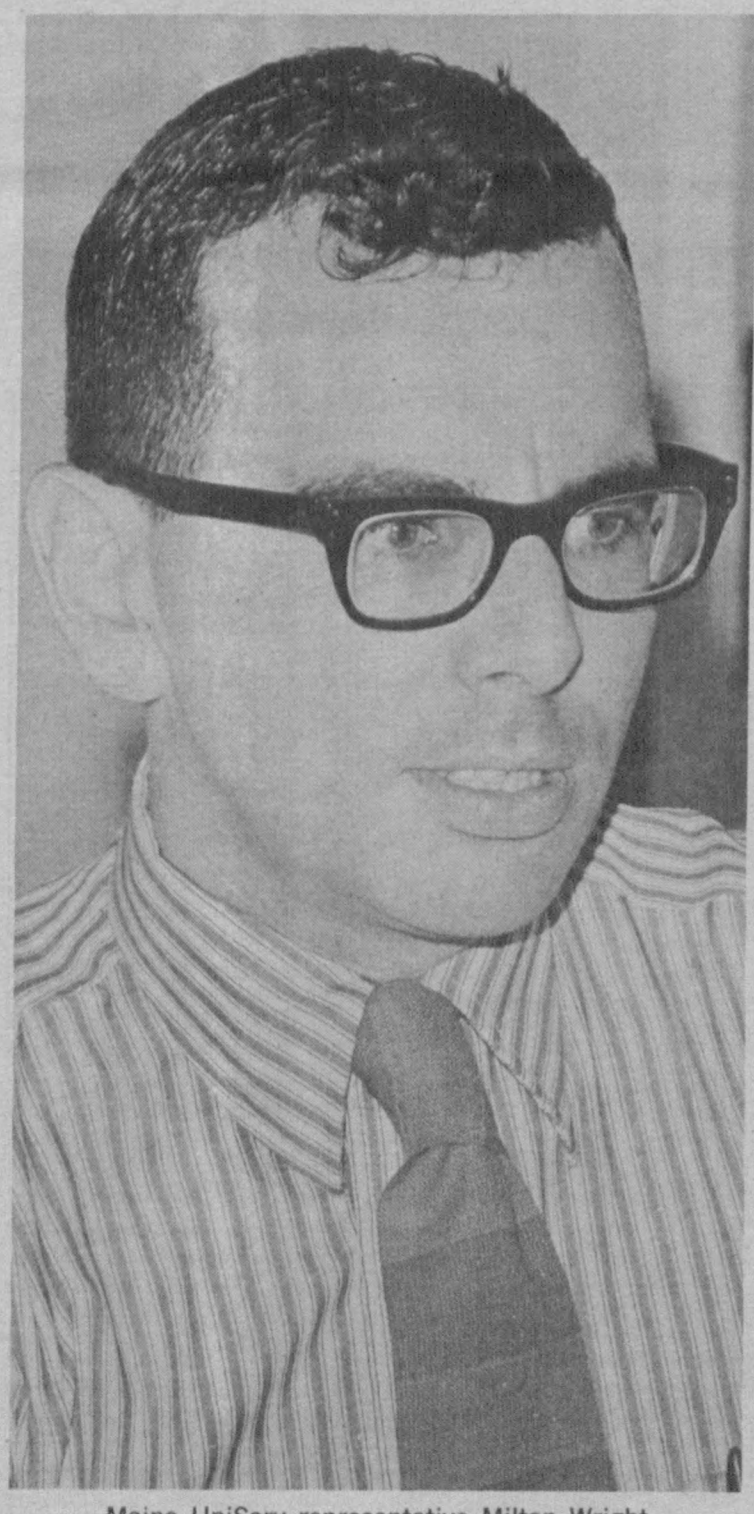
Last month, OEO admitted that its experiments with performance contracting failed to improve the performances of children any more than traditional classroom teaching.

OEO Director Phillip B. Sanchez said that his agency would "be back at the drawing board" following the failure of the $6.5 million program to improve the reading and math skills of children. Performance contracting was tried by 54 school districts in 24 states last year. It involved the use in public schools of private firms teaching pupils on a pay incentive basis. It was financed by the OEO.

A high OEO official expressed disappointment over the poor grading results, saying, "We still have no solutions to the specific problems of teaching disadvantaged youngsters basic math and reading skills."

NEA last year warned its members about performance contracts, urging that they be opposed unless they conformed to negotiated agreements, were controlled by teachers, involved the community and the profession, assured supervision of students by certificated personnel, and met other criteria.

UniServ—strengthening the profession



Maine UniServ representative Milton Wright

In 1970, NEA began UniServ—a program to bring direct services to every member of the united teaching profession. This year, over 300,000 NEA members throughout the nation and overseas are served by more than 500 UniServ representatives.

Each UniServ staff man or woman serves about 1,200 members, helping them win and maintain good contracts, develop political action, strengthen classroom programs, and build strong local associations. The UniServ representative also helps ensure that each member gets the services he wants from his state and national associations.

This issue of the REPORTER tells more about the UniServ program:

- **How one state reaches every member through UniServ . . . *starting on page 3***
- **The number of UniServ representatives in each state—and how many there could be . . . *on page 6.***

Retroactive pay guidelines set

Since NEA's massive drive for retroactive pay for teachers led to Congressional action, the majority of the nation's teachers are receiving pay lost during the wage-price freeze. A few state associations have reported, however, that some school boards are refusing to pay retroactive salaries.

Local association leaders are urged to notify local Internal Revenue Service offices, state attorney generals' offices, chief state school officers, and Congressmen of failures to receive pay and to consider local legal action.

Pay Board guidelines on retroactive increases were published in the January 27 *Federal Register*. Copies of the guidelines have been mailed to, among others, state education associations, NEA regional offices, local association executive directors, and UniServ personnel.

Con Con/Pro and Con (see page 10)

NEA-backed teacher benefit bills on the move

Congress will shortly take up two NEA-backed bills designed to advance and maintain the welfare of the nation's public school teachers.

Hearings are expected to begin next month on a federal collective bargaining bill covering teachers and other public employees. NEA will press for legislation which would uniformly guarantee bargaining for teachers and provide sound procedures for all aspects of the bargaining process.

The Special Committee on Labor, chaired by Rep. Frank Thompson, Jr. (D-N.J.), will consider legislation that provides for optimum balance of power between employee and employer; sets forth a mechanism to regulate the bargaining process and prosecute unfair labor practices by and through an impartial regulatory board; and covers all non-federal public employees.

The NEA-backed legislation would prevail unless a state's collective bargaining law was substantially equivalent to the federal statute.

The House General Subcommittee on Labor, chaired by Rep. John H. Dent (D-Pa.), is expected to begin hearings in April on the NEA's Mobile Teacher Retirement bill (HR-10216). This bill would increase the freedom of the nation's teachers to change employment across state lines without substantial loss of retirement benefits.

Through the establishment of a federal-state program, each qualifying state retirement system would receive assistance from the federal government in amounts calculated from formulas in the bill for both out-of-state service and deferred service. The state retirement system would pay each teacher for the service credit under provisions of the bill.

Senator promises support for NEA

Sen. Harrison A. Williams (D-N.J.) this month told the NEA Board of Directors he would support the Association's thrust in collective bargaining, political action, and educational finance. Above, Williams is introduced to the NEA Board by Dorothy B. Dagon, NEA director from New Jersey. The Senator praised the concept of an NEA-backed national collective bargaining law to be submitted to Congress. Chairman of the Senate Labor and Public Welfare Committee, Williams noted that "teachers have led the way in collective bargaining among the public employee sector." Calling the process "the civilized approach to organized negotiations," William said: "We'd better get on with the business of providing a uniform approach to the laws in several states."

Nixon education budget called 'a totally inadequate response'

The Nixon Administration has proposed a fiscal 1973 budget of $4.95 billion for continuation of existing U.S. Office of Education programs—a budget characterized by NEA President Donald E. Morrison as "a totally inadequate response to the pressing needs of the schools." In comparable dollar terms, the new budget represents a drop of some $138 million from funding approved for the current year (see table).

"Despite overwhelming evidence of a growing fiscal crisis in urban and rural school systems," Morrison said, "the Administration offers rhetoric, not real assistance."

In addition to funding approved for the current school year, Mr. Nixon asked $1.5 billion for legislation yet to be enacted: Education Revenue Sharing ($223.9 million); Emergency School Assistance ($1 billion); National Foundation on Higher Education ($100 million); and National Institute of Education ($125 million). Because authorizing legislation and funding must be approved for the latter programs, it is unlikely that state and local school districts and higher education institutions will have time to plan initially on a basis other than comparable appropriations for fiscal 1972.

Quick passage of pending higher education amendments may provide authorizations for desegregation aid, but anticipated haggling over school busing desegregation aid under the Emergency School Assistance program may delay funding indefinitely. NEA and other education interests will oppose Education Revenue Sharing, in its present form, as a substitute for substantial increases in federal aid.

Highlights of 1973 USOE budget (in thousands)

Program	Fiscal '72 Funding	Request for Fiscal '73
Educationally deprived (ESEA I)	$1,597,500	$1,597,500
Library resources (ESEA II)	90,000	-0- [1]
Supplementary Services (ESEA III)	146,393	146,393
Equipment and remodeling (NDEA III)	50,000	-0- [2]
Bilingual education (ESEA VII)	35,000	-0- [1]
Follow Through	60,060	-0- [1]
Dropout Prevention (ESEA VIII)	10,000	-0- [1]
Strengthen State Depts. (ESEA V)	33,000	43,000
Federally affected areas	612,620	430,910
Planning and evaluation	3,825	-0- [1]
Handicapped	115,750	131,109
Vocational and Adult	576,188	549,288
Higher Education (student and institutional aids)	1,347,376	1,478,926
Education Professions Dev.	135,800	-0- [1]
Libraries and Ed. Communications	85,109	-0- [1]
Research and Development	113,538	-0- [1]
Library resources	-0-	136,730
Educational Renewal	-0-	363,000
Educational Activities Overseas	3,000	5,000
Civil Rights Education	19,666	-0- [1]
Salaries and expenses	50,985	66,200
	$5,085,810	4,948,056
Requests for Proposed Legislation		
Education Revenue Sharing		223,911
Emergency School Assistance		1,000,000
National Foundation for Higher Ed.		100,000
National Institute of Education		125,000
		1,448,911
Total, FY 1973		$6,396,967

[1] Transferred
[2] Terminated

Big Six urges Administration to increase education funding

Six major education groups have asked the Administration and Congress for legislation this year to provide a massive increase in federal funding, creation of a cabinet-level Department of Education, and greater federal support in vital program areas. The requests were made by the Legislative Conference of National Organizations (NEA, the American Association of School Administrators, the Council of Chief State School Officers, the National School Boards Association, the National Association of State Boards of Education, and the National Conference of Parents and Teachers).

On January 18, the group, known as the Big Six, presented President Nixon, HEW Secretary Eliot Richardson, U.S. Commissioner of Education Sidney P. Marland, and the Congressional leadership a set of legislative priorities. The recommendations were based on positions unanimously held by the six organizations.

The following are the priorities for 1972.

In governance: Establishment of a Cabinet-level Department of Education, "to improve the efficiency and administration of federal programs of assistance to public education and eliminate duplication of effort and competition among federal agencies in the field of education"; and creation of a National Institute of Education to conduct educational research, development, and dissemination.

In finance: An increase in federal funding to at least one-third of total education expenditures within the next three years; continuation and full funding of existing categorical programs; equitable distribution of funds to states and localities; early appropriations; and assistance to school districts attempting to achieve court-ordered or voluntary desegregation or integration.

In programs: Provision of wide-ranging initial career choices for students and flexible opportunities for further training as required; legislation to expand opportunities for post-secondary education; substantial funding for reading programs; full funding of the school lunch and breakfast programs; provision by local public schools of day care and comprehensive health, educational, and social services for pre-school children; and Congressional authorization of the proposed renewal program for the educational system.

The six organizations expressed their opposition to direct public financing of non-public elementary and secondary school system; the use of the voucher system as a method of school financing; and tax credits for tuition or living expenses at at any elementary or secondary educational institution.

nea reporter

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UniServ—strengthening the profession

In Maine, UniServ representatives blanket the state with direct service

UniServ workers review the state's nine service districts

Two of Maine's UniServ representatives—John Alfano (left), District 1 director, and Donald Belleville, District 9 director—look over a map showing the state's division into nine UniServ districts. Each district contains about 1,200 members and each is served directly from an office in the district. Alfano's district, the southern tip of Maine, includes 15 school systems, and he is working to bring about comprehensive contracts in every one of them. "We have a way to go," says Alfano, "but the Maine collective bargaining law is a good one and I'm optimistic." He also says he would like to get more of the younger teachers involved in association work. Belleville's district is at the opposite end of Maine—the north. He says that his district, which includes many rural sections, is "rather conservative," but that he is "waking teachers up to the fact that something has to be done." Belleville says that one of his major goals in northern Maine is organization and reorganization. "We have a number of school districts that are not organized, that have never negotiated," he says. He believes the UniServ program is "definitely here to stay." In the past, because northern Maine is so far from Augusta and the MTA headquarters, teachers felt that it was almost impossible to get the service they wanted. "Now," the UniServ director concludes, "they've got a man on hand to serve them and they know it."

MTA stresses UniServ

At left, UniServ representative John Alfano talks with Spencer A. Trask (right), president of the Maine Teachers Association. Trask, a solid backer of the UniServ program, has urged members throughout his state to make use of the UniServ program. "Your UniServ representative is as near as your telephone," Trask told MTA members in a President's Message last fall. "Call him and tell him of your problem. With the 'teacher surplus' and local budget cuts resulting in nonrenewal of contracts, teachers can ill afford to be without a strong advocate that can render swift and full protection of the members' rights." The MTA president is also helping Maine teachers become involved in the nine councils that exist in the nine UniServ districts. Through these councils, he said, "each member now has a direct voice into one of the policy-making bodies."

Last year—the first year of NEA's UniServ program—26 states joined with the National Association to put more than 300 UniServ representatives into service. This year, more than 500 UniServ men and women are at work in 41 states and with the Overseas Education Association.

The state of Maine entered the UniServ program last year by sponsoring two representatives. This year, Maine has gone all the way—it has a UniServ representative for every 1,200 teacher-members in the state.

Key to service

"It is our feeling," said Maine Teachers Association's executive secretary, John H. Marvin, "that the UniServ program is going to be the key to providing effective and efficient association services to all our members. And this, in the long run, will be the key to developing the professionalism of teachers."

Maine is divided into nine UniServ districts, each with a full-time UniServ representative, a full-time office, and a secretary. Each UniServ district is guided by a council made up of teachers elected by local education associations in the district. The number of associations in the districts ranges from seven to several dozen.

UniServ councils

These UniServ councils may become the basic governance unit in the state association structure, according to David W. Bustin, MTA associate executive secretary and coordinator of the UniServ program. "We find that teachers are ready for this kind of meaningful decision-making in providing direction for the state association," Bustin said.

To employ a complete staff of UniServ representatives, MTA members voted to increase their unified dues from about $60 to about $77 a year. (State associations and NEA share the cost of implementing UniServ—the national Association provides $7,500 per year per representative plus $1,500 in training.) The dues increase is paying off, according to Bustin.

Immediate attention

"More local associations are now doing what they want to do because expert assistance is readily available," he said. "And local leaders like the idea of immediate direct attention to their problems."

"Right now," Bustin added, "the bulk of the UniServ representatives' time is devoted to activities surrounding the collective bargaining process. But it is already apparent that our UniServ people cannot be solely negotiation specialists. Local associations are requesting them to help with political action programs, to build better community relations,

(Continued on next page)

UniServ—strengthening the profession

Maine workers blanket the state

(Continued from preceding page)
and to assist with educational programs."

The UniServ representatives in Maine, like their counterparts throughout the profession, are dynamic men and women who have wide-ranging skills and qualifications. Among Maine's nine UniServ staff, several are attorneys, some have wide public relations backgrounds, nearly all have had years of experience in association work, especially in negotiations.

Special training

All of Maine's UniServ representatives received special training prior to their employment. Workshops in New Hampshire and Nebraska last summer, run by NEA, added to their skills and gave them a chance to meet dozens of other UniServ men and women.

The UniServ representatives receive solid support and back-up from the Maine Teachers Association and from NEA. MTA's director of research and legislation, Richard R. Mersereau, sees to it that UniServ workers have the data they need to do their job.

In the state of Maine, as elsewhere throughout the nation, UniServ works to strengthen the teacher where he is—in his local situation. And, in Bustin's words, "this is in actuality what we have always said we wanted to do—provide state and national support to the local association program."

UniServ representative Mailloux tape-records his memos

Donald Mailloux, UniServ representative for District 9, makes heavy use of dictating machines and tape recorders, for he is blind. Working from an office in Belfast, Maine, with his wife Lucy as secretary, chauffeur, and assistant, Mailloux has set as a major goal improving the relationships between school boards, the public, and the teaching profession. "It is a question of public relations," he says. Another major priority in his Down East district is strengthening local associations. "I have 25 local associations in my district," he explains. "Many are very small and because of the geography we cannot consolidate. So we must build up these locals." Mailloux believes that teachers are accepting UniServ: "They see it filling a big void between them and the central office."

UniServ representative Martha Loring talks with Maine's NEA director

Martha Loring, UniServ representative in District 7, headquartered in Bangor, Maine, chats with Perham L. Amsden, principal of a junior high school in her district and Maine's NEA director. Mrs. Loring says that she is working at selling the idea of UniServ throughout her district. "I want to show them that UniServ can fill their needs," she says. Amsden thinks she has already done that. "UniServ has already proved itself here in Maine," he says. "It has filled a great need for on-the-spot staff." Mrs. Loring, an attorney, also is playing a major role in interpreting the state collective bargaining law, enacted in 1969 but not yet fully implemented in all school districts. "When the board or the superintendent says the law is such and such, I can come back and say 'no, it isn't; it's this way,' " she says. "That way we make sure teachers get their full rights."

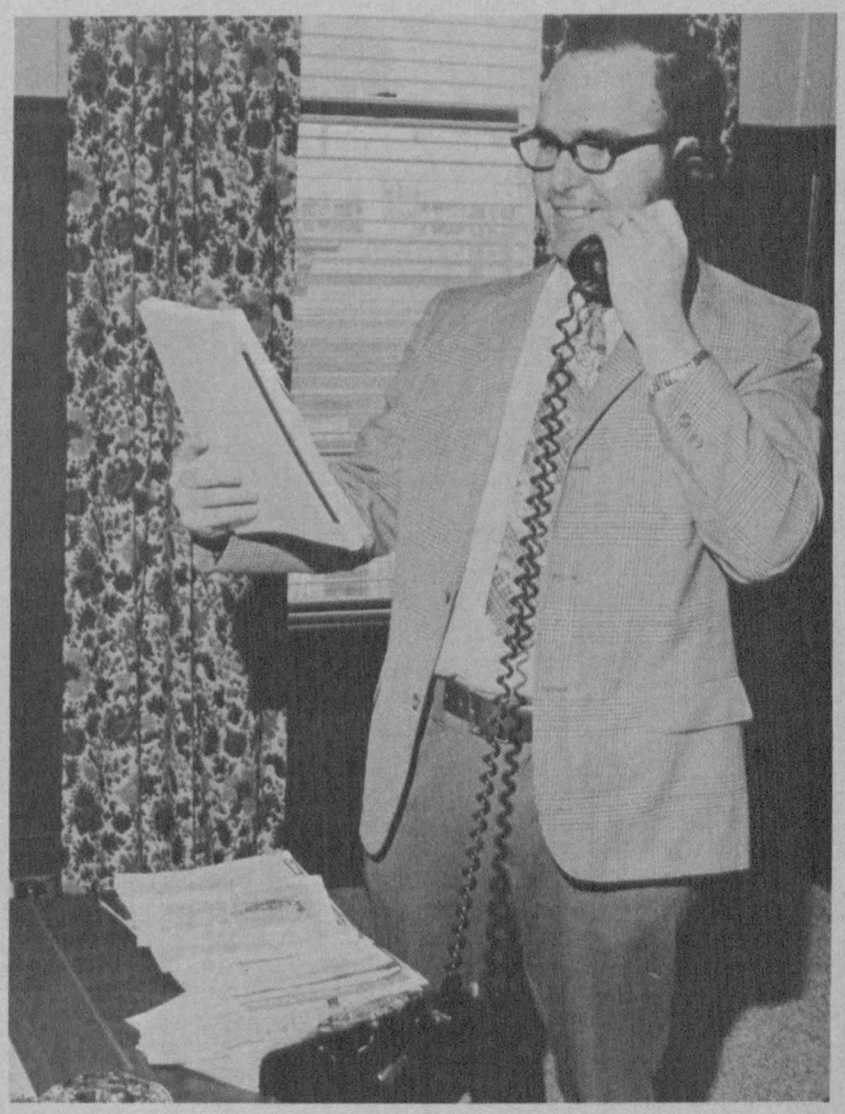
UniServ—strengthening the profession

"UniServ is in actuality what we have always said we wanted to do—provide state and national support to the local association program."

—David W. Bustin, MTA's UniServ coordinator

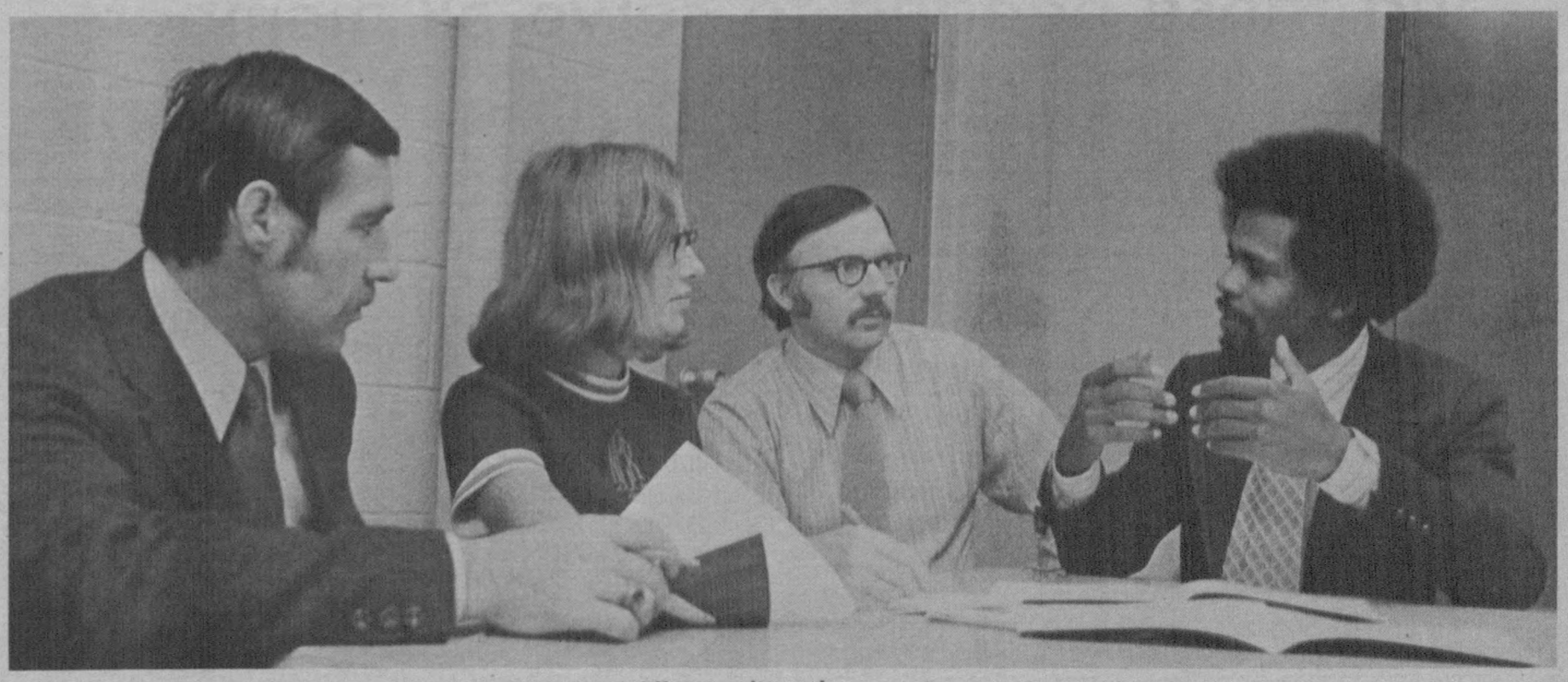
"The UniServ program is going to be the key to providing effective and efficient association service to all our members."

—John H. Marvin, MTA executive secretary



UniServ man checks a point in a contract

UniServ representative F. Stewart Kinley, shown here reading a point in a negotiation contract over the phone, says that helping teachers prepare and negotiate contracts is one of the most important parts of his job. Kinley, who operates out of Fairfield, Maine—District 6—explains: "We help teachers formulate their proposals; we plan training workshops for local negotiators; we advise them on what can be negotiated." Other UniServ workers in Maine agree with Kinley's priorities. Milton Wright (see photo, page 1), UniServ representative in District 4, says he has set a goal for himself of helping teachers win a comprehensive contract in each school system in his district. "There are 12 systems within my UniServ district," he says; "we are going for a dozen contracts."



UniServ representative Miller outlines bargaining tactics to negotiators

UniServ director for District 3, Joe Miller (right), discusses bargaining tactics with three teacher-negotiators at Freeport High School. The negotiators, left to right, are Donald Loiselle, Nancy Clark, and Norman Buttrick. UniServ representatives work with teachers throughout Maine to help them build their negotiation skills. Miller has planned a continuing series of negotiation workshops in District 3. He has also begun bringing the presidents and vice-presidents of the local associations in his district together for training. "What I am trying to do," he explains, "is to get the vice-presidents into a training situation so, by the time they become president, they will have a strong working knowledge of association work." Since this photo was taken, Miller has left Maine to accept a position as field representative with the New York State Teachers Association.

UniServ—strengthening the profession

"In the state of Maine, as elsewhere throughout the nation, UniServ works to strengthen the teacher where he is—in his local situation."

Two Maine UniServ men at work

Stuart Snyder (left) and Robert Bourgault discuss mutual problems during the biweekly work session at Maine Teachers Association headquarters in Augusta. Snyder, a lawyer whose District 5 includes Augusta, is a first-year UniServ representative. He sees his initial priority as making the members aware of the services UniServ holds out to them. With 30 local associations to cover, Snyder is working hard to encourage contract negotiations in each of them. Bourgault, one of the Maine UniServ representatives who have served two years, is focusing on instructional assistance for teachers. "In District 2, we are moving toward greater faculty participation in selecting the staffing pattern for the schools," he explains. "We would like to see the faculty moving toward greater involvement in other decisions, too—bringing their professional expertise into decisions on the budget for their school building, for example, and on curricular matters."

UniServ representatives now at work—and those needed to serve all members

STATE	1972 UniServ units[1]	UniServ potential units[2]
Alabama	1*	36
Alaska	2	3
Arizona	5	17
Arkansas	1*	17
California	75	170
Colorado	9	23
Connecticut	4	31
Delaware	3	6
District of Columbia	0	7
Florida	19	60
Georgia	0	40
Hawaii	7	8
Idaho	1	8
Illinois	39	102
Indiana	10*	48
Iowa	20	32
Kansas	13	24
Kentucky	14	28
Louisiana	3	34
Maine	9	10
Maryland	1*	24
Massachusetts	2*	48
Michigan	91	85[a]
Minnesota	25	40
Mississippi	5	21
Missouri	5*	41
Montana	0	8
Nebraska	3*	15
Nevada	3	5
New Hampshire	4	7
New Jersey	28	71
New Mexico	2	11
New York	20*	177
North Carolina	0	45
North Dakota	0	6
Ohio	0	96
Oklahoma	0	25
Oregon	11	21
Overseas E.A.	1	—
Pennsylvania	33	93
Puerto Rico	0	—
Rhode Island	4	9
South Carolina	2	27
South Dakota	2*	7
Tennessee	3*	33
Texas	0	114
Utah	9	11
Vermont	0	6
Virginia	2*	46
Washington	20	35
West Virginia	0	16
Wisconsin	4*	43
Wyoming	1	4

NOTES: 1—number of units either approved or contracted. 2—number of units to fully serve all teachers, including higher education. a—based on a ratio of one representative per 1,200 teachers.
Numbers followed by asterisks indicate readiness units in nonunified states.

More NEA-funded teacher rights cases won

Several teacher rights cases supported by the NEA Du-Shane Emergency Fund have recently been successfully concluded.

An important ruling upholding the rights of displaced black educators was handed down by the U.S. Court of Appeals for the Fifth Circuit. Charles Carter, an Alabama principal, was ordered reinstated with back pay and benefits. When his school in Muscle Shoals was closed under a court-ordered desegregation plan, he was reassigned first as a Head Start teacher at a higher salary, but with less responsibility, and then as a physical education teacher. From 1967 to 1971 four principalships became vacant, but Carter was not considered and white applicants were appointed.

Reversing a lower court ruling, the appeal court decided that he had been denied equal protection of the law under the Fourteenth Amendment because of race and that a newly desegregated school system cannot hire new outside personnel unless present staff or applicants can be shown to be unqualified by objective criteria. The court noted that Carter had been considered qualified for eight years prior to integration.

College professor awarded $49,100

In another case, $49,100 in damages was awarded to Melvin T. Smith, a former Dixie College, Utah, professor who was denied tenure in 1969. U.S. District Judge Ritter concurred with Smith's allegation that his non-reemployment was in retaliation for supporting a state political candidate and for opposing the college administration in his capacity as faculty association president.

The DuShane Fund provided subsistence grants and legal expenses in cooperation with the Utah Education Association.

Teacher reinstated in carrot protest case

The Eighth Circuit Court has dismissed the Conway (Arkansas) School District's appeal of a district court ruling ordering reinstatement of Mildred Downs to her teaching position with back pay. She was also awarded attorney's fees.

A second grade teacher with over 25 years' experience, Mrs. Downs was nonrenewed for the 1970-71 school year because she was "teaching her second grade students to protest." In connection with a unit on nutrition, her students had written a letter to the cafeteria supervisor, expressing their preference for raw, rather than cooked carrots. She also objected to fumes from the school incinerator which blew into her room.

The DuShane Fund and the Arkansas Education Association jointly supported the litigation.

Texas teachers win cases

A sixty-one-year-old, nearly blind teacher from Texas won a civil suit for back pay after he was acquitted on charges of rape and assault of students who assisted him in his home in grading papers. He had been suspended from teaching in January 1970 without a hearing. The court also awarded attorney's fees, which had been paid by the DuShane Fund and the Texas Classroom Teachers Association.

In another case, a first-year Texas teacher was also awarded back pay and attorney's fees by a federal court. The court found unconstitutional the procedures followed by the Silverton Independent School District in Ralph Bates' dismissal. No charges had been made in writing; moreover, he was given only four hours' notice prior to his hearing, was not told the names of witnesses against him, and was not permitted to hear their testimony.

The court did not, however, decide on First Amendment issues concerning his classroom discussion of subjects including the film, "The Midnight Cowboy."

Contract firm withdraws charges

On the second day of trial in Alaska Superior Court, a performance contracting firm, Quality Education Development, Inc., withdrew dismissal slips alleging unethical conduct and paid two teachers $21,000 for breach of contract. Carolyn Tuovinen and Sylvia Borden Munsey had been dismissed without a hearing after protesting QED's failure to furnish them with contracts conforming to the representations QED made to them and to supply them with adequate teaching materials. The DuShane Fund and the Alaska Education Association contributed legal expenses.

Delaware teacher is reinstated

James R. Testerman was reinstated as a teacher in the Lake Forest, Delaware, school system. President of his local association, he had been dismissed through tenure proceedings solely because of his alleged negligence in publishing false information concerning a tax referendum in a newsletter to members of the local. The Delaware Superior Court noted that the statement was made during a time when heated charges and countercharges were being made by the association and board regarding negotiations.

The NEA DuShane Emergency Fund agreed to supplement Delaware State Education Association's insurance coverage for litigation.

Oregon teacher awarded $6,000

A jury awarded David Swehla, a West Linn, Oregon, chemistry teacher fired in midyear for "inadequate performance," $6,000 in damages in a breach of contract suit financed by the Oregon Education Association and the NEA DuShane Emergency Fund. Swehla had instituted a program in his class involving student-paced learning and individualized instruction, but his principal claimed he was not keeping up with the schedule provided in the textbook.

NEA president-elect meets Alabamians at GRIP seminar

NEA President-Elect Catharine Barrett (standing) meets Alabama Education Association delegates to the NEA Southeast Regional Grass Roots Involvement Program (GRIP) seminar. Seated (from left) are Marcia Bowers, Prattville, Alabama Association of Classroom Teachers president; and Sarah Bryan and Mary Clark, both of Tuscaloosa. Standing (from left) are Anthony Butler, Lisman, president-elect, Alabama ACT; Roscoe Gaillard, Mobile; and James A. Smith, Dothan, Alabama Education Association president. The Southeast seminar was held in Sarasota, Florida, in December. Ten GRIP programs were scheduled for 1971-72, one for each NEA region. Still to be held are the following: *Midwest*, February 24-26, Chicago; *North Central*, March 2-4, St. Paul, Minnesota; *Mid-Atlantic*, March 9-11, White Sulphur Springs, West Virginia; *Western*, March 16-18, Albuquerque; *East Coast*, April 6-8, Niagara Falls; *West Coast*, April 20-22, Burlingame, California; and *Northwest*, May 4-6, Missoula, Montana. Information about GRIP seminars is available from local association presidents or from NEA/GRIP, at NEA Center.

Unsatisfactory conditions reported

Below is a current listing of names of school districts or systems where a state education association has notified members of the profession and the public that unsatisfactory educational conditions exist.

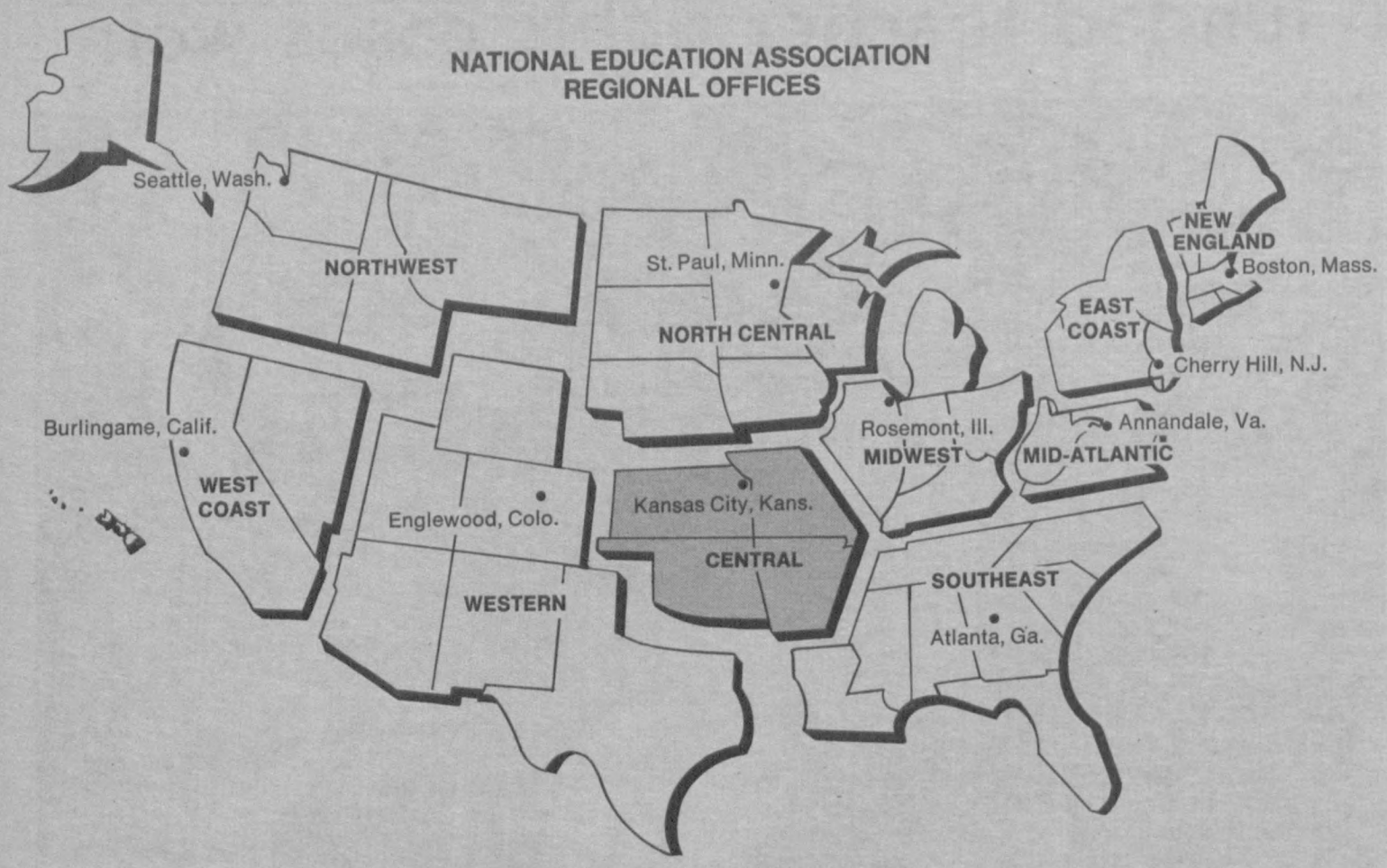
Association	District or System
• California Teachers Association	Alvord Unified
• California Teachers Association	Jefferson Elementary (Daly City)
• California Teachers Association	Lawndale Elementary
• California Teachers Association	Los Altos Elementary
• California Teachers Association	Los Banos Unified
• California Teachers Association	Madera Unified
• California Teachers Association	Ukiah Unified
• Delaware State Education Assn.	Delaware Public Schools *
• Idaho Education Association	Idaho Legislature
• Illinois Education Association	Decatur Dist. No. 61
• Iowa State Education Association	English Valleys Community Schools
• Iowa State Education Association	Ida Grove Community Schools
• Minnesota Education Association	Appleton Public Schools
• North Dakota Education Assn.	Grand Forks Public Schools
• North Dakota Education Assn.	Turtle Lake Public Schools
• Ohio Education Association	Findlay School Dist.,
• Ohio Education Association	Logan City School Dist.
• Ohio Education Association	Springfield Local, Mahoning Co.
• South Carolina Education Assn.	S. Carolina Public Schools
• Washington Education Association	Mossyrock Public Schools
• Washington Education Association	Renton Public Schools
• Washington Education Association	Shoreline Public Schools

* Action has been taken by the state legislature and the association is reviewing a decision relative to the sanction alert.

Hawaii's teachers authorize a strike as negotiations with state board stall

Hawaii's teachers voted 2 to 1 to authorize a statewide strike this month unless agreement is reached in current negotiations with the state board of education. The Hawaii State Teachers Association, NEA's affiliate, represents all teachers in Hawaii.

Last month, some 3,500 Hawaii teachers turned out for a rally in Honolulu to protest the state's stalling on negotiations.



Have expertise, will travel

Tenth in a series

NEA regionals—where the action is

NEA's Central States Regional Office serves teachers in a four-state area with unique characteristics and special needs.

The region's states are Arkansas, Kansas, Missouri, and Oklahoma. Of the four, Kansas is the only one to date that is fully unified. Unification among Kansas teachers reflects so deep a professional commitment that the KSTA changed its name to Kansas-NEA, Wichita's association became NEA-Wichita, and similar name changes have been adopted by many other local associations in the state.

In the other states, meanwhile, unification is being adopted by teachers through their local associations. Thus, in Missouri, for example, almost one-half of all teachers are now in unified local associations.

The current status of unification has made it possible for 21 UniServ directors to be placed in the Central States Region. By supplementing the Regional Office's manpower and providing continuing, on-site, personalized services, their work has had a visible impact in terms of restructured and strengthened local associations, greatly increased membership involvement, and stepped-up action programs.

Until recently, Kansas had the only PN law in the region; however, Oklahoma's PN law was enacted last June. It stipulates mandatory negotiations as requested by teachers; declares strikes illegal, but does not establish mandated penalties in the event of a strike; and provides for tripartite mediation in the event of an impasse. In the other two states, some of the larger, urban districts have secured negotiation rights through local effort.

In preparation for implementing the new law in Oklahoma, and to meet special needs throughout the region, major attention has focused on training teacher negotiators. NEA staff members, working in close cooperation with state staffs, have provided additional training in such areas as handling grievances and processing teacher rights cases, as well as in crisis management, leadership development, instructional improvement, and political action.

Ronald O. Daly, director of NEA's Central States Regional Office, states: "We consider training, in other words helping people to help themselves, a top priority. We view our role, in large part, as assisting state and local staff people and UniServ directors in planning and conducting the workshops specifically wanted by local leaders and members, in the belief that maximum effectiveness is tied to maximum local involvement."

Rose Ann Harrington, GRIP program development specialist, has contributed to these goals. The process of developing Grass Roots Involvement Program seminars automatically involves her in consultation work with local and state leaders on GRIP steering committees. Such exploratory and planning sessions help local people to identify their greatest needs, and thus, the content of seminar programs wanted in their areas.

An additional top priority area of interest and effort for NEA's Central States Regional Office was determined by the fact that the area has probably the largest population of Native Americans of any region in the country.

Lance Lujan, coordinator for Indian Education in the Central States Region, has been tackling his assignment with imagination and vigor. Responding to calls for his services has taken him into such other states as New Mexico, Arizona, North and South Dakota, and elsewhere.

In the process of encouraging and helping Native American teachers to become actively involved in the United Teaching Profession, Lujan has stressed the human relations approach constantly. Thus, while his activities have centered on building Indian caucuses at various state and national meetings, he has worked simultaneously toward the objective of sensitizing the rest of the profession to the intra-cultural needs of Native American teachers and students, as well as the Native American population at large.

John Thurston recently left his position as UniServ representative for the area surrounding Wichita to fill the slot of organization specialist in this Regional Office. Since joining the regional staff in December 1971, he has been directly involved in planning the recent protest marches conducted by teachers in Suburban St. Louis, among other assignments.

Over and above the normal activities and services involved in responding to calls for assistance and in helping to forestall crises, the big area of NEA service for Central States teachers can best be described as serving as the teachers' advocate. This many-faceted service is of unique importance in a region marked by strong conservative ties to traditional concepts in areas of current concern ranging from personnel relations to instructional content.

In addition to some notable achievements as advocates for teachers, another source of pride-in-accomplishment has been involvement in fruitful human relations work focused on the goal of equality of educational opportunity. The successful merger of the dual affiliates in Arkansas was, of course, a beginning. The work that ensued on the heels of the merger, and its continuance to this day, is what counts. As a result, the teaching profession in Arkansas can take its place among the nation's leaders in the productive pursuit of the goal of full equality of opportunity for all groups.

Lance Lujan, coordinator for Indian Education; and Rose Ann Harrington, GRIP specialist.

Susan Flores, UniServ (Wichita); Ronald O. Daly, regional director; John Thurston, organization specialist; Evans Hughes, UniServ (Wichita).

current

What's going on in TV, radio, press, and national magazines

Television

(All times are Eastern)

CBS Children's Film Festival—"The Little Ones"—Saturday, March 4, CBS-TV, 1 p.m.

Champions—Monday, March 6, ABC-TV, 8 p.m. This hour-long special will explore the unique combination of motivation and talent that is an integral part of the champion.

Will Rogers' U.S.A.—Thursday, March 9, CBS-TV, 8 p.m.

Who Do You Think You Are? "A Bird's Eye View of California"—Monday March 13, ABC-TV, 10:30 p.m. A Harry Reasoner essay on the Golden State filmed entirely from a helicopter.

Ben Franklin, American—Tuesday, March 21, NBC-TV, 7:30 p.m. Actor Fredd Wayne, considered one of the foremost contemporary authorities on Franklin, will play the title role, appearing in vignettes based on Franklin's life.

Hallmark Hall of Fame—"Harvey"— Wednesday, March 22, NBC-TV, 8:30 p.m. Well-known Mary Chase comedy.

New York Philharmonic Young People's Concert—Sunday March 26, CBS-TV, 4:30 p.m. Leonard Bernstein conducts Holst's "The Planets."

Who Do You Think You Are? "A Visit to Humboldt, Iowa"—Monday, March 27, ABC-TV 8 p.m. Harry Reasoner visits his hometown to see how attitudes and mores have changed over the years.

National Geographic Society—"The Last Vikings"—Monday, March 27, CBS-TV 8 p.m. A visit to Greenland, where descendants of the original Vikings are living.

Magazines

(February issues)

Educational Leadership—"Alternative Forms of Schooling."

Natural History—"Man's Efficient Rush Toward Deadly Dullness" by Kenneth E. F. Watt, who explains that diversity is more than the spice of life; it is an essential element of survival.

Parents' Magazine—"These Children Shall Not Fail," by Helen Andrejevic. A look at the Distar Instructional System developed by Siegfried Engelmann at the University of Illinois and presently being used by the federal government's Follow Through program.

(March issues)

Reader's Digest—"New Impetus for the Year-Round School," by Paul Friggens.

Redbook Magazine—"How To Teach Your Child To Think: A Conversation with Jean Piaget, The 'Giant in the Nursery,'" by Sidney Weinheimer. "Should Girls Expect To Have Careers?" by Benjamin Spock, M.D.

Saturday Review *(March 4 issue)*—"Why Teachers Will Oppose Tenure," by Myron Lieberman. "Free Schools: A Time for Candor," by Jonathan Kozal. "Are There Better Ways To Teach Teachers?" by Hank Resnik.

New alliance of organizations will focus on instruction

Twenty-four education groups — all presently affiliated with NEA—have formed a new organization called the Alliance of Associations for the Advancement of Education (AAAE). The new organization was announced on December 16 as an umbrella alliance that would expand beyond NEA affiliates to include "associations national in scope whose primary goals are the improvement of instruction, professional leadership, or educational services." Its formation motivated in part by the restructuring of NEA proposed by Con Con, the new alliance includes the major national associations of school administrators, elementary and secondary principals, curriculum directors, and librarians, as well as associations in many instructional fields. The alliance will promote cooperation among its member organizations, undertake research projects, issue statements on major educational issues, and carry out projects of mutual concern. In the photo above, Lloyd R. Bell, the alliance's president, tells the press of AAAE's founding. Bell is president of the National School Public Relations Association, an AAAE member. Other AAAE officers at the press conference are (left to right): Eugene P. Smith, National Council of Teachers of Mathematics; Charles L. Gary, Music Educators National Conference; Paul B. Salmon, American Association of School Administrators; Laura Mae Brown, American Association for Health, Physical Education, and Recreation; Jean Priest, National Association of Educational Secretaries; and O. J. Byrnside, Jr., National Business Education Association.

NEA and California association settle dues suit

NEA and the California Teachers Association agreed last month to an out-of-court settlement of a dues arrears suit caused by nontransmittal of NEA dues by the former CTA Southern Section. The suit was to have been heard this month in federal court in Los Angeles. Above, NEA President Donald E. Morrison (left) and CTA President L. Gordon Bittle shake hands following the agreement. The presidents issued a joint statement, saying: "We believe the terms of the settlement to be fair and equitable to the NEA and CTA. It adequately protects the interests of the membership of both organizations."

East Bengal refugee fund needs aid

The National Education Association, acting at the request of the Michigan Education Association's board of directors, this month urged members to contribute funds to help war victims of East Bengal.

The Emergency Relief Fund, Inc., which is conducting a campaign for the funds, reports that some 10 million refugees—the largest human migration in history—has resulted from the war and political instability.

Contributions, which are tax deductible, may be sent to the Emergency Relief Fund, Inc., P.O. Box 1776, Washington, DC.

NEA membership tops million for the sixth consecutive year

NEA membership surpassed the million mark this month for the sixth consecutive year. "Better organized local and state campaigns and progress in local, state, and NEA planning are contributing to the membership growth," according to John H. Starie, director of Membership Development for NEA.

Twenty-two states have an aggregate gain of 59,409 NEA members as of February 2, Starie reported.

Substantial NEA membership gains have also been achieved in the newly unified states of Colorado (3,964), Connecticut (6,449) New Jersey (22,778), and South Carolina (5,971).

New York has a 9,388 increase over last year's membership. Wisconsin has gained sufficient additional NEA members to entitle the state to a second member on the NEA Board of Directors.

For posters and other materials for use in making follow-up contacts with nonmembers, write to Membership Development Section, Division of Field Services, NEA Center.

NEA committee on resolutions plans sessions

The more than 100 members of the NEA Resolutions Committee will meet March 9-11 at NEA Center.

Gladys Perry, committee chairman, said that President Donald E. Morrison would meet with the committee March 9. On March 10 and 11, the committee will hear from representatives of NEA commissions, committees, councils, and from other NEA units wishing to provide the committee with background information. It will also consider material received from members and from state and local affiliates.

Following the full committee's meeting, the five-man editing committee will meet March 12-14 to complete the preparation of the 1972 Preliminary Report on Resolutions, which will appear in the April NEA Reporter.

CON CON/Pro and Con

Delegates to last summer's NEA Constitutional Convention drafted a proposed new constitution and bylaws for the Association. Last month's *NEA Reporter* included statements about the Con Con proposals from organizations of classroom teachers, school principals and administrators, and urban educators. On this page and the next are more comments on the proposals.

In the final analysis of the work done by the delegates at the constitutional convention, the method of ratification is of primary importance. Our truly American tradition of voting by secret ballot must not be jeopardized. As a member of NEA, KNEA, and PEA, I urge Con Con to see that ratification of the NEA Proposed Constitution is by secret ballot, thus enabling our representatives to exercise their democratic power in a democratic way.

Virginia Peterson
Pittsburg, Kansas

I would like to encourage support for the NEA Proposed Constitution and Bylaws, specifically membership dues. The new document would make considerably more sense if it allowed the dues to increase or decrease on a determined basis of a national average of teachers' salaries. A flat-rate dues is a regressive, limiting type of dues increase.

I would remind the Con Con delegates that every state must submit to the federal government the state average teachers salary by February 1. Therefore the average national salary would be relatively easy to compute. Of course the NEA Representative Assembly would determine what the percentage of the national salary would be assessed for dues.

Thank you for your diligence and hard work on this important document for teachers.

Don M. Carlson
ACT Director, District IX
Washington Education Association

Quoting Bill Pharis, National Association of Elementary School Principals Executive Secretary, "113 years down the drain," and adding, "one million dollars down the drain," best describes the implications of the NEA Con Con last summer in Fort Collins, Colorado.

The overriding philosophy of the proposed constitution would demolish the concept of professional unity through the National Education Association. As public education depends upon support from the public through effective legislation, there must be one national education organization that represents all educators.

If the leadership of NEA wants to represent classroom teachers only, why not form NTA, a National Teachers' Association, with a dues structure, and forget about the NEA Department, ACT? But please, let's not destroy an organization that unites all educators with a common cause, concern for the learner.

Lloyd Gene Estes
Cape Girardeau, Missouri

I believe that any restructuring of the National Education Association should take into account that various segments of the profession ascribed to different codes of ethics.

It is my understanding, for example, that the American Association of School Administrators (AASA) has its own code of ethics. If a member of AASA is also a member of NEA, then in a given situation that professional would be able to choose which code he would follow.

As a classroom teacher member of NEA, I ascribe only to the codes of ethics of the education profession. If other members wish to have a choice then the proposed constitution must reflect the complete autonomy of each segment of the profession. Then there will be no divided loyalties.

Clarence E. Brown
Lima, Ohio

I am deeply concerned about the guaranteed minority representations according to populations that are spelled out in the NEA Proposed Constitution and Bylaws.

These guarantees are very necessary and should remain a part of the new document. There should be strict checks to see that these mandates are met. Many occasions arise where the minority members are outvoted and left out of the decision making process of the NEA.

I urge the Con Con delegates to leave the minority guarantees in the proposed document.

Archie O. Wiley
State ACT President
Madison, North Carolina

There are many items in the NEA Proposed Constitution and Bylaws to which I object, but there is one overriding issue that I hope the NEA will not be guilty of perpetuating.

A few years ago, the NEA was locked in a near life-and-death struggle with southern state associations that limited their membership to white teachers only. Such a provision was discriminatory and the NEA was correct in its demand that this provision be deleted. I agreed and supported the NEA on this issue. The NEA was applauded by many, in and out of the profession, for this action.

Now, Con Con is proposing the same discriminatory procedure—but in reverse. If the proposed bylaws are adopted and ratified, NEA will be required to have every third person elected to the office of the president be a member of an ethnic-minority group.

The term ethnic-minority is impossible to define with accuracy in the first place, but more important, no matter the definition, it is patently discriminatory to all other members.

I don't see how NEA officials could possibly support this proposal in view of their previous position with the southern state associations.

I imagine you have noted the University of Washington court case that tested whether discriminatory, preferential treatment of a minority (in this case, blacks) for enrollment in the law college was permissible. In a suit brought by a white student, the court said it sympathized with the intent of the University to enroll more minority students, but "the Constitution is color-blind."

I agree with this decision and believe that the Proposed NEA Constitution and Bylaws should also be color-blind and "ethnic-blind" if there is such a term.

And, if the history of the past few years is any criteria, the ethnic-minority guarantees in the proposed document are not really needed, as NEA has had presidents from California to New York, men and women, black or white, and Spanish-American.

I would hate to see NEA guilty of practicing discrimination—even if it is in reverse of the usual discriminatory practice.

John E. Lynch
Executive Secretary
Nebraska State Education Association

I would like to comment on a section of the proposed bylaws; Section 2 Membership, 2-3 Classes of Membership, paragraph j—"Educators who negotiate for school boards or for the boards of trustees of higher education institutions shall not be eligible for membership in the Association."

We have a member of our local association who is a member of the school board in a neighboring community where he lives. He is a leader on the negotiating team against the teachers in his community. He has been the "thorn

(Continued on next page)

ACT Forum acts

Ruth Jones of North Carolina (second from left) emphasizes an issue at a recent meeting of the Association of Classroom Teachers Forum. Other participants are (from left) Maria Martinez, New Mexico; Jay Hunter, Kansas; Lydia Swengel, Arizona; and Mildred Merrill, ACT executive committee liaison, Maine. The Forum prepared a draft of guidelines for the treatment of minorities and women in media, and recommended a resolution opposing the use of standardized tests for tracking and ability grouping.

Court case to recover overseas back salaries continues

The Overseas Education Association is supporting a law suit, filed in the name of individual OEA members, alleging that the Department of Defense has failed to abide by the law relative to DOD teacher salaries.

One-year gap

The law requires the DOD to pay salaries "equal to" those paid for similar positions in school districts in the U.S. of 100,000 or more population. The DOD actually pays at the rate of the previous year, thus resulting in DOD teachers being one year behind their stateside colleagues in salary payments.

The case will be heard in the U.S. District Court of the District of Columbia. District Judge June L. Green has ordered the following legal notice to be carried in the NEA REPORTER.

IN THE UNITED STATES DISTRICT COURT FOR THE DISTRICT OF COLUMBIA

VIRGINIA J. MARCH, et al.,
Plaintiffs,
v.
UNITED STATES,
Defendant.

Civil Action No. 3437-70

NOTICE OF PENDENCY OF CLASS ACTION

To all persons (with the exception of those noted below) who rendered services as teachers in the Overseas Dependents Schools subsequent to April 14, 1966:

NOTICE IS HEREBY GIVEN: That on November 20, 1970, plaintiffs filed this action against the United States to recover back pay for services rendered by them as teachers in the Overseas Dependents Schools operated by the Department of Defense.

They filed the action on their own behalf, and as a class action on behalf of approximately 19,500 teachers similarly situated, expressly excluding Rocco A. Trecosta or any other teacher who instituted an action prior to the commencement of this action.

The Complaint alleges that the Deprtment of Defense failed to comply with the Amendment effective April 14, 1966, Public Law 83-391, 80 Stat. 117 to the 1959 Overseas Teachers Pay and Personnel Practices Act, P.L. 86-91, U.S.C. §§901 *et seq.*, which Amendment required the Department to fix the rates of basic compensation for teachers in the Overseas Dependents Schools at rates equal to the average of the range of the rates of basic compensation for similar positions in the United States. It alleges that salaries actually paid teachers in the Overseas Dependents Schools were substantially below the rates computable under the Act and seeks money damages for plaintiffs and for each individual in the class for such sums found to be due and unpaid.

On May 24, 1971, the Government filed a Motion for Summary Judgment. On September 16, 1971, plaintiffs filed a Motion for Summary Judgment.

On January 5, 1972, the Court entered an Order directing that this case proceed as a class action under the provisions of Rule 23 of the Federal Rules of Civil Procedure.

NOTICE IS HEREBY GIVEN: pursuant to the provisions of Rule 23(c)(2), that:

1. The Court will exclude you from the class if you request exclusion in writing on or before the 1st day of April, 1972. Persons who request exclusion will not be entitled to share in the benefits of the judgment if it is favorable to the plaintiffs, and will not be bound by the judgment rendered in this case if it is adverse to the plaintiffs. Requests for exclusion should be sent to the Clerk of the United States District Court for the District of Columbia, John Marshall Place and Constitution Avenue, N.W., Washington, D.C. 20001.

2. The final judgment entered in this case will include, and will be binding upon, all members of the class who do not request exclusion, whether or not the judgment is favorable to plaintiffs. It will apply to all whom the Court ultimately finds to be members of the class.

3. If you do not request exclusion, you may, if you desire, enter an appearance through counsel of your own choosing. The plaintiffs are represented by Alan Y. Cole and Isaac N. Groner, Esquires, Cole and Groner, 1730 K Street, N.W., Washington, D.C. 20006; and Earl C. Berger, Esquire, 28 Rue du Vieux Pont de Sevres, Boulogne sur Seine -92, France. If you do not request exclusion, and you do not enter an appearance through counsel of your own choosing the above-named counsel for plaintiffs will represent your interests in this case.

This Notice is not applicable to or directed toward Rocco A. Trecosta, who instituted an action in the United States Court of Claims, No. 200-70, or any other teacher who instituted an action prior to the commencement of this action.

Accordingly, it is hereby Ordered that plaintiffs cause this Notice Order to be published in the February, 1972 edition of the National Education Association Reporter and the February, 1972 issue of the American Teacher.

It is further Ordered that defendant cause this Notice Order to be promptly posted in all Overseas Dependents Schools operated by the Department of Defense in locations plainly accessible to teachers employed therein.

/s/ June L. Green
United States District Judge
Dated: January 5, 1972

Con Con / Pro and Con . . .

(Cont. from preceding page)

in the sides of teachers" for several years. This change we propose is extremely beneficial to many members. I hope the Con Con delegates pass favorably on this item.

We have no quarrels with teachers serving on school boards. However we don't think they should have access to proto-type master agreements which could be used against any teacher bargaining unit. We heartily support paragraph j. in proposed bylaws under classes of membership.

Fred Benzie,
at-large Con Con delegate
from Michigan

Several years ago, the educators in my school district saw the changes taking place in professional relations and changed from an all-inclusive education association to a classroom teacher group. We have found this very satisfactory to all concerned, especially with the advent of negotiations.

I believe that such a change must be made throughout the nation. No longer can all educators belong to the same organization and have members of this association on opposite sides of the negotiating table.

I hope that the Con Con delegates can see this and will propose a new structure that will allow for an autonomous voice for the classroom teacher either as part of a confederation or as the leading voice for education.

Nancy Gibbins
Socorro, New Mexico

It would seem to me that the problem of dues transmittal to the NEA can be handled in a much simpler way than that outlined by the Proposed NEA Constitution and Bylaws. The draft still maintains the problem of dues transmittal through the state affiliates.

In many cases this method of transmittal is a time consuming process. It requires the employment of additional clerical help and places an unnecessary burden on the affiliate. It also requires an additional bookkeeping procedure.

The problem could be solved very simply by having the local association transmit its collected dues directly to the NEA rather than going through the state affiliate. This eliminates the writing of two checks and relieves the state of the burden mentioned above.

This procedure would also eliminate the time problem caused by the complicated method of going through the states. It is one less step. The local usually collects the dues at the beginning of the school year. The national dues could be transmitted directly and immediately. Thus, NEA would not be faced with the problem of waiting until January or later for the dues to filter in from the state affiliates. NEA would know sooner how many members were enrolled. Surely this collection method is a simpler way. On the negative side, the state affiliate would not get the fee it now gets from NEA for processing the national dues.

Donalda Tillett
Peru, Indiana

In receiving the Con Con document, I was extremely pleased to see the delegates included unified membership provisions for unified membership. It is my sincere belief that our profession will continue to be second class until such time as we are firmly and solidly a united teaching profession.

Please accept my thanks for all the hours of work you all are giving to Con Con.

Wilma Wittman
Orange, California

Friend of Education award deadline set

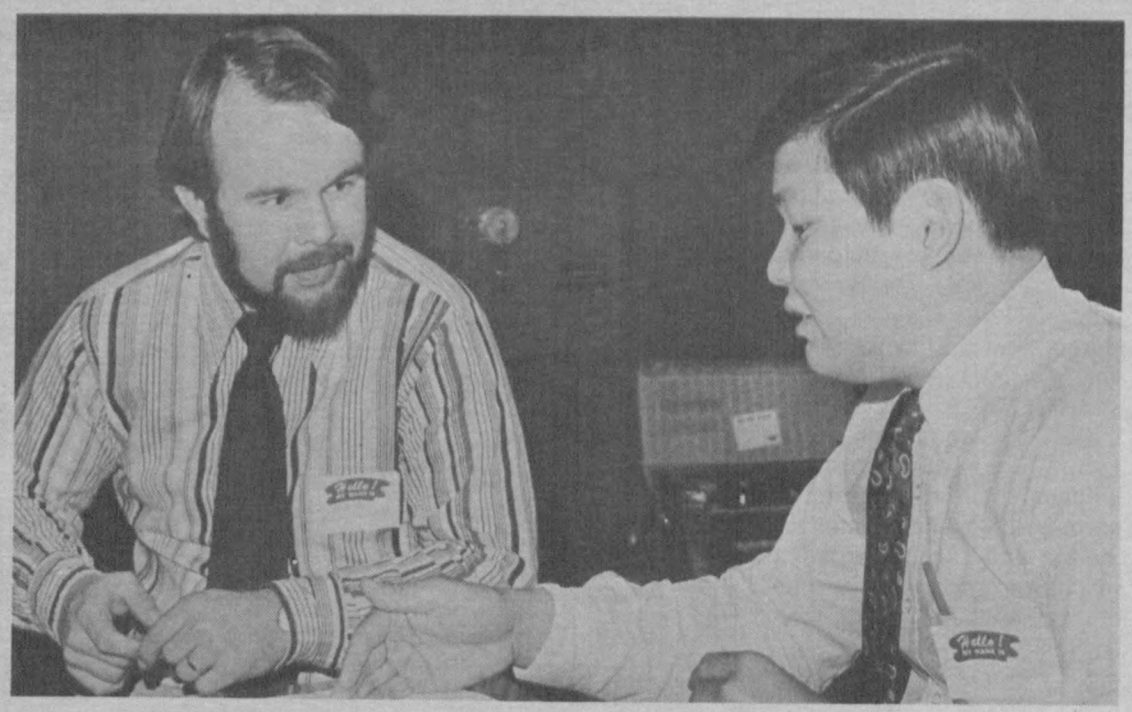
The first annual Friend of Education Award will be presented at the 1972 NEA Convention in Atlantic City this summer.

The award, authorized by the NEA Board of Directors, will honor a person who has made a significant contribution to the betterment of education. Nominations may be submitted by any member of the NEA or of a state or local association, using an official nominating form (or photocopy thereof), available from members of the Board of Directors, the Executive Committee, NEA regional offices, or state and local associations.

A screening committee of the NEA Board will recommend finalists at the next meeting of the Board.

The award, an engraved plaque and an item of jewelry, will be presented by the NEA president or his designee at an appropriate time during the 1972 Convention. Nominees should meet the general criteria of leadership, acts, and support of improving American education, and should reflect the philosophy and principles of NEA.

Deadline for submission of nominations for the award is March 15.



Topic: guidelines for drug education

Preparation of a set of working objectives, which will be implemented to encourage and strengthen drug education in elementary, secondary, and adult schools, was one of the major topics of discussion during the first meeting of the NEA Task Force on Drug Education held last month at NEA Center. Authorized by NEA President Donald E. Morrison, the task force is under the chairmanship of Helen E. Case of El Dorado, Kansas. Above, two of the task force members, Gary Watanabe of Illinois (right) and Robert Winchester of New York, participate in one of the planning sessions. Other task force members are Mary Amy, Michigan; Gordon Brodie, New York; Clarence Gamble, Kentucky; Bob Griffin, Georgia; Jack James, Arizona; Beverly Stirts, Iowa; Jack Zweck, Wisconsin; and Kurt Gripenstraw, California. A second meeting is scheduled for the spring. NEA staff contact is Robert A. Luke, DIPD/Adult Education.

Richmond decision . . .

(Continued from page 1)

Accordingly, it supports the Richmond decision."

Judge Merhige declared that merger was "the only remedy promising immediate success" in ending segregation. The Richmond judge ruled that the counties of Henrico and Chesterfield would have to merge with Richmond into one metropolitan unit to end an increasing pattern of unequal and segregated education. The schools of Richmond are about 70 percent black while the schools in the two counties are about 90 percent white.

"It is a reality," Morrison explained, "that schools in many metropolitan areas of this country cannot be desegregated without crossing political boundary lines. In holding that such boundary lines cannot be used as an excuse to avoid desegregation, the decision affords justification for courts to order into effect remedies which are essential if the mandate of *Brown v. Topeka Board of Education* is to be fulfilled," he said.

The NEA president pointed out that school desegregation on a metropolitan basis "provides a more equitable distribution of the burdens of desegregation and offers an excellent opportunity to equalize financial expenditures between cities and suburbs."

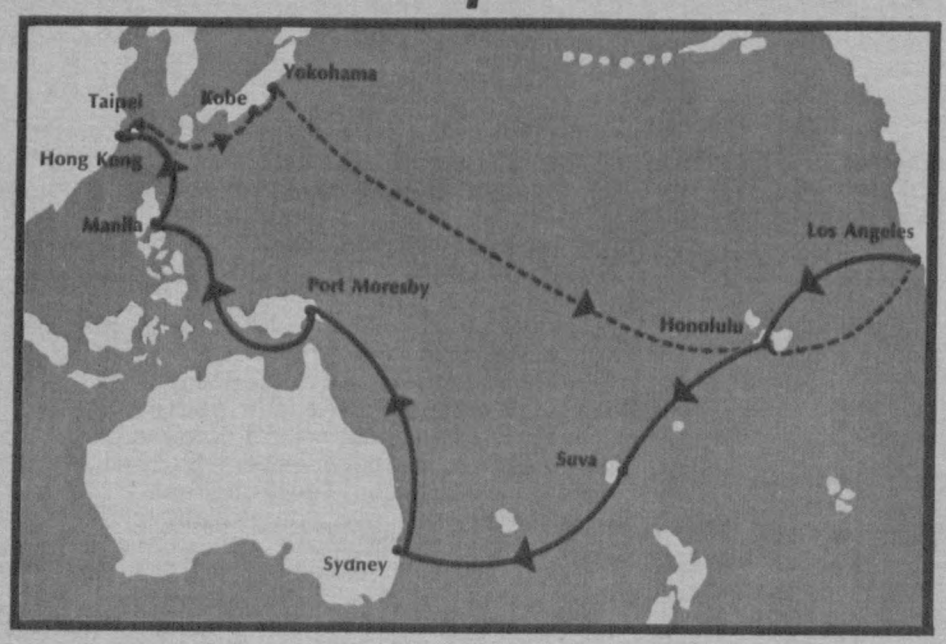
In the 325-page decision, Judge Merhige held that busing within Richmond's predominately black school system failed. In effect, he said that the constitutional requirement that blacks and whites have an opportunity to attend an equal, unitary school system transcended the right of local governments to establish their own educational boundaries.

names in the news

President **Donald Morrison** has appointed the following to the newly established Council on Instruction and Professional Development: **Will Antell,** director of Indian education, State Department of Education, St. Paul, Minn.; **Luis Cano,** classroom teacher, Houston, Texas; **Betty Choisser,** classroom teacher, Eldorado, Ill.; **Joan Jacobson,** classroom teacher, Wauwatosa, Wisc.; **Minnie Koblitz,** classroom teacher, Scarsdale, N.Y.; **Melvin Leasure,** classroom teacher, Madison Heights, Mich.; **Robert Lipscomb,** classroom teacher, Huntsville, Ala.; **Elizabeth McGonigle,** classroom teacher, Cape May, N.J.; **Doris Ray,** classroom teacher, Fairbanks, Ala.; **Donald M. Sharpe,** director of secondary teaching, Indiana State University, Terre Haute; **Robert Threatt,** classroom teacher, Fort Valley, Ga.; **Lois E. Williams,** in-service consultant, Montebello, Calif. The council will work with the NEA Division of Instruction and Professional Development in designing programs to meet the members' and profession's needs in the areas of instruction and professional development. **James Becker,** assistant executive secretary for IPD, will serve as staff contact for the council.

Irving Iverson, recently retired executive secretary of the North Dakota Education Association, died January 21. He served the association 15 years.

World Campus Afloat offers travel and learning



Request for catalog and application

TO: NEA Educational Travel Division
1201 16th St., N.W.
Washington, DC 20036

Please send me full information and application forms for the 1972 summer sessions aboard World Campus Afloat—Chapman College.

Name .....

Address .....

City ..... State ..... Zip .....

Beginning this summer, World Campus Afloat, Chapman College's unique shipboard education program, will offer summer sessions for teachers and other adult groups. Through the NEA Educational Travel Division, the program will be made available to Association members and their families and friends of college age.

Two summer voyages will carry participants to ports in the South Pacific and the Orient aboard the S.S. Universe Campus, an 18,000-ton liner of Liberian registry operated for the college by Orient Overseas Line. Formerly the S.S. Atlantic, the ship has been refitted to meet the needs of educational use with provisions for classrooms, laboratories, library, study areas, student union, and recreational facilities.

Chapman College began sponsoring the World Campus Afloat program six years ago. Since that time, undergraduate students from more than 600 colleges and universities have been introduced to the diverse cultures of the world in an exciting and challenging manner. Now, with the extension of the program to include summer sessions, this experience will be drawn upon to offer two summer voyages with an academic program closely related to a central geographically oriented theme.

Formal and seminar instruction will take place abroad the ship at sea, while shore programs designed to augment classroom instruction will be available in each port. Graduate or undergraduate credit will be granted to qualified participants, although registration for credit is not a requirement for participation. Since the program is strictly of an academic nature, those not taking courses for credit will be required to register as auditors.

Special programs will be available for persons interested in speech and hearing, child psychology, and communications. Also available will be seminars for business executives.

The first summer session, beginning June 18 in Los Angeles and ending August 1 in Hong Kong, will survey "The South Pacific Island Societies in the Modern World." Ports of call include Honolulu, Suva, Sydney, Port Moresby, Manila, and Hong Kong.

The second session begins August 1 in Hong Kong and ends September 4 in Los Angeles, visiting Taipei, Kobe, Yokohama, and Honolulu en route and focusing on the theme "East Faces East —a New Role for the Orient."

Participants in the first session will return to Los Angeles by charter flight, while those in the second session will arrive in Hong Kong by charter from Los Angeles. In both cases, the air fare is included in the total charge for the program.

Each summer session aboard World Campus Afloat ranges from $1,575 to $1,900 (double occupancy) depending upon type of accommodations. Single occupancy cabins cost an additional $175 per session. Participants enrolling for both sessions will receive an overall 10 percent discount.

NEA Travel 1972

South America, Central America, Mexico offer NEA members tour variety and color

The NEA Educational Travel Division asks: Why not make this the year you see the rest of America?

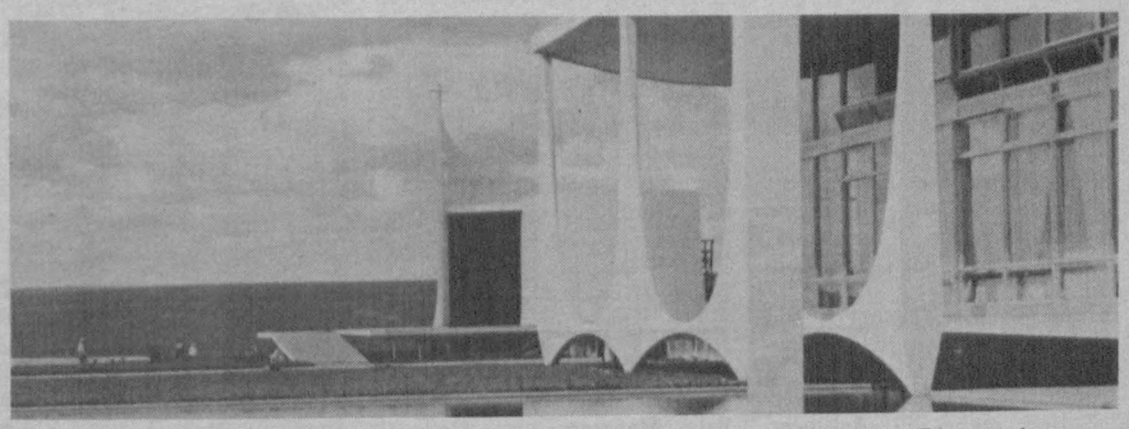
To make this suggestion a reality, the division recommends these tours to South America, Central America, and Mexico:

Three NEA tours are available to South America. **South American Explorer** (SA-1), June 28-July 26, is $1,995 from Miami. This 29-day tour features an Amazon cruise, Iguassu Falls, Lake Titicaca, Cuzco, Machu Picchu, Colorado Indians, and the Galapagos Islands. You'll visit Manaus, Brasilia, Rio de Janeiro, Buenos Aires, La Paz, Puno, Cuzco, Lima, Quito, and Santo Domingo de los Colorados, in addition to enjoying a five-day Galapagos cruise on the 1,000-ton luxury yacht "Lina-A."

Around South America (SA-2) is being offered for academic credit (not included in cost of tour) in cooperation with Western Illinois University. It is scheduled for July 5-August 2, and the tour price is $1,598 from Miami. Highlights of the 29-day tour are Manaus, Belem, Brasilia, Rio de Janeiro, Sao Paulo, Iguassu Falls, Asuncion, Buenos Aires, Santiago, and Lima. Optional extension to Cuzco is $110 additional.

South American Highlights (SA-3), August 1-22, is just $995 from Miami. Tour members will see Bogota, Quito, Lima, Santiago, Buenos Aires, and Rio de Janeiro. Of particular interest will be the famous Salt Cathedral at Zipaquira; Equatorial Monument on the Equator; Machu Picchu, citadel of the Inca; Vina del Mar, famed beach resort; Sugar Loaf; Corcovado; Tijuca Forest; plus many other highlights. An optional three-day extension is available to Cuzco for $110.

If you prefer a leisurely cruise instead of a flight, sign up for **Vagabond Freighter Cruise** (VFC-1) to South America. This 35-to-42-day cruise departs from New Orleans in early July. (Departure dates and itineraries vary according to cargo commitments.) Price is $1,100 per person. Accommodations are all in deluxe rooms with bath and air-conditioning. Meals are included. Ports of call include Panama, Colombia, Ecuador, Peru, and Chile. Because the ship takes only 12 passengers, early reservations are a must.



The Presidential Palace in Brasilia is on several itineraries offered to NEA travelers.

Four luxury cruises are scheduled on the "Carla C," which has full facilities for entertainment, dancing, movies, library, etc. Departures are as follows: (VFC-2)—July 22-29; (VFC-3)—July 29-August 5; (VFC-4)—August 5-12; and (VFC-5)—August 12-19. In this unusual and convenient program, cruise members will be flown from New York, Baltimore, Chicago, Detroit, or Cleveland, via Capitol Airways, to San Juan, Puerto Rico, where the cruise will originate and terminate. Rates, including flight and cruise, are $425 to $520 per person, depending upon ship accommodations. All staterooms on the "Carla C" are air-conditioned and have private bath. Complete gour-

(See LATIN AMERICA, next page)

NEA Travel lines up discounts for members on car rental service at home and overseas

The NEA Educational Travel Division announced this month that it has arranged for major discounts on car rental service for NEA members.

William C. Becker, the division director, reported that National Car Rental has agreed to an arrangement whereby members of NEA receive the highest applicable discount (at present 20 percent) off normal time and mileage charges (exclusive of net package rates). The discount at present at European offices at National Car Rental is 10 percent.

To become eligible for the discount, NEA members need only send in the special abbreviated application form at left. The credit card will be sent directly to the member. The V.I.P. card offers central billing/one statement per month.

Becker pointed out that for NEA members who fly to their vacation spots, this special discount will let members enjoy their vacation much more. Since a large part of domestic vacation travel is still by automobile, the volume of vacations during which a couple or entire family fly to a distant destination, then rent a car for local sightseeing, has surged tremendously in recent years, he said. Among businessmen, particularly salesmen, car rental at out-of-town locations has become an almost universal pratice.

National Car Rental has more than 1,800 offices in the United States, 500 affiliate offices elsewhere in the world, and is linked with 200 Tilden Rent-A-Car locations in Canada. National Car Rental is also **the only car rental company to give S&H Green Stamps** upon check-in at rental offices in most states.

National Car Rental features General Motors cars: choice of Chevrolet, Pontiac, Buick, Oldsmobile, and Cadillac. National Car Rental offers a completely computerized reservations system that can reach any one of their worldwide locations toll-free.

Application for discount car rental credit card

TO: National Car Rental System, Inc.
Attention: Credit Card Department
5501 Green Valley Drive
Minneapolis, MN 55431

I am a member of the National Education Association. Please issue me a National Car Rental V.I.P. Credit Card, which entitles me to the highest applicable discount.

(Please print—except signature)

Name ..... Age .....

Residence address .....

City ..... State ..... Zip code .....

Phone .....

Bank address ..... Acct. # .....

City ..... State ..... Zip code .....

Employer ..... How Long .....

Business street address .....

City ..... State ..... Zip code .....

Present position .....

Signature ..... Date .....

Chevrolets, like this Impala sport sedan, and other General Motors cars are offered by National Car Rental.

NEA Travel 1972

Europe's charms lure members for first-time tours and revisits

NEA members who are first-time European travelers would do well to join one of NEA's **Europe—Major Cities** tours, which are planned to give newcomers to Europe an overall view of the main highlights in each country. The 23-day tours depart from New York and visit Amsterdam, Copenhagen, Berlin, Rome, Paris and London.

On this tour, members (and their families and friends) can visit a wooden shoe factory in Amsterdam, see the flower-growing region in Aalsmeer, and see Leiden, the city from which the Pilgrim Fathers sailed on the Mayflower. Kronborg Castle, the setting of Shakespeare's "Hamlet," will be explored in Copenhagen. After two days in East and West Berlin, you'll travel on to the ancient landmarks in Rome, such as the Roman Forum, the Colosseum, Trevi Fountain, St. Peter's Square, and others too numerous to mention.

France boasts the magnificent palace at Versailles, built by Louis XIV, and the Rue de la Paix, Place Vendome, Madeleine Church, Champs-Elysses, Arche de Triomphe, Eiffel Tower, in Paris, climaxed by a visit to Lautrec's own habitat of Montmartre. Your tour will conclude with four days in London to see Trafalgar Square, the Tower of London, Dickens' Old Curiosity Shop, Piccadilly Circus, Hyde Park, Parliament, Westminster Abbey, Buckingham Palace, and many more places of interest.

Dates are July 18-August 9 for GE-9, August 1-23 for GE-10. The latter is offered for academic credit in cooperation with Mankato State College. Price for either tour is $895.

Europe Revisited (GER), a 40-day tour scheduled for July 4-August 12 for $1,450, is especially designed for experienced European travelers who have already enjoyed the standard tourist attractions and are ready for Amsterdam by candlelight, the thrill of suspension between clouds and earth on a peak of the Tyrol, a fireside afternoon in a stately old English home, where conversation mingles happily with tea and scones, and many more chances to experience a different Europe. The out-of-the-ordinary attractions will be explored in Amsterdam, Wiesbaden, Rothenburg, Innsbruck, Venice, Florence, Rome, Genoa, Marseille, Dijon, Paris, and London.

Native Parisians discuss art and the weather in the Flea Market.

Of particular interest to home economics teachers and/or gourmets, is **French Culture Through Gastronomy** (GF). Offered in cooperation with the Home Economics Education Association and Salisbury State College (which is offering academic credit in connection with the tour), the group will depart from Washington, D.C., on June 19 and return to D.C. on July 20. Price is $1,235 for 32 days and includes two weeks at a French school of culinary arts, plus lectures and extensive touring, in addition to gourmet meals, Continental breakfast daily, and lunches while attending cooking classes.

If you would like to explore the ancient wonders of Classical Greece and discover the captivating treasures of the romantic Balkans, whose folklore is as lively as is was centuries ago, **Classical Greece and the Romantic Balkans** (GRB) is the tour for you. Scheduled for July 9-31 for $1,245, this group departs from New York and will spend 23 days in Paris, Bucharest, Prahova Valley, Titograd, Sveti Stefan, Dubrovnik, Belgrade, Athens, Nauplia, Olympia, Delphi, Sofia, and Budapest.

Special programs with local educators will enable you to meet your counterparts in the Balkans for discussions and exchange of ideas. Folk dance and musical programs included in the itinerary add a memorable dimension to your travel adventures. Highlights of the tour include visits to the Acropolis and Parthenon, the Temple of Apollo in Corinth, and Mycenae's underground cistern and royal tombs, the famous theatre in Epidauros, largest and best preserved in the Hellenic world, to name just a few.

Trans-Atlantic air transportation on all of the above-mentioned tours is via Air France. Complete day-by-day itineraries on these, and 14 other NEA European programs, are included in *NEA Travel Summer 1972*. To receive your copy, complete and mail the coupon at the bottom of the page.

Latin American tours . . .

(Continued from preceding page)

met Continental-Italian meal service is provided on board ship six times a day, plus gala cocktail party and professional entertainment. Ports of call include Curacao, Netherlands Antilles; Caracas, Venezuela; Port of Spain, Trinidad; Martinique, French West Indies; and St. Thomas, Virgin Islands.

Central American Road to Adventure (CA), a 28-day tour departing from New Orleans (July 6-August 2), is priced at $1,198. The itinerary covers Merida, Uxmal, Chichen Itza, San Salvador, Managua, San Jose, Panama City, Tegucigalpa, Guatemala City, and Lake Atitlan. Numerous excursions will be made to Indian villages and ruins dating back to the early days of the Maya civilization.

Three NEA tours are planned to Mexico. **Mexican Panorama** will have two departures, (M-1)—June 27-July 19, and (M-2)—July 25-August 16. Price is $498 from San Antonio. M-1 is in cooperation with Western Illinois University and may be taken for academic credit. Both tours are by deluxe motor-coach throughout and visit Monterrey, Ciudad Valles, Mexico City, Puebla, Taxco, Acapulco, San Miguel de Allende, and San Luis Potosi.

To receive a copy of *NEA Travel Summer 1972*, which contains complete day-by-day itineraries on all of the above tours, mail the coupon below.

To: Educational Travel Division, NEA
1201 16th St., N.W.
Washington, DC 20036

Please send me *NEA Travel Summer 1972* (illustrated, 64-page summer tour book containing day-by-day itineraries of tours all over the world)*

Name .....

Address .....

City ..... State ..... Zip .....

*Please do not request another book if you have asked for one previously. Thousands of copies are on their way to members now.

$695 and $895

NEA Oriental Holiday already called success

Hundreds of reservations on NEA's *Oriental Holiday* tours to Japan and Hong Kong have already been received, and more continue to come in every day. If you have never had a chance to see the Orient, this is definitely the year to take advantage of these bargain tours, which offer deluxe hotel accommodations and full American breakfast and dinner daily in addition to all transportation and transfers.

Two plans are available. Plan A, for $695, does not include meals or three full-day excursions to Nara, Nikko, and Hakone. Plan B, for $895, is the all-inclusive tour price.

Six dates are available from a variety of departure points:

OH-1	**June 27-July 10**	**from Atlanta or Los Angeles**
OH-2	**July 3-July 16**	**from Philadelphia or Seattle**
OH-3	**July 9-July 22**	**from New York or Chicago**
OH-4	**July 15-July 28**	**from Dallas or San Francisco**
OH-5	**July 21-Aug. 3**	**from Boston or Chicago**
OH-6	**July 27-Aug. 9**	**from New York or Columbus, Ohio**

Complete day-by-day itineraries for these tours appear on page 39 of *NEA Travel Summer 1972*. To receive your copy, send in the coupon at left.

NEA Travel 1972

The Spanish Steps in Rome, one of the sights to be seen by NEA travelers who visit Romantic Italy.

Tours to Romantic Italy available to members every week, year-round

Romantic Italy tours offer NEA members, their families, and friends a chance to spend two weeks in this romantic country at any time of the year. Guaranteed departures every Monday from New York.

Prices listed below include economy-class airfare via Alitalia jet, surface transportation by deluxe motorcoach (guaranteed air-conditioned from June through September), rooms with private bath or shower in deluxe, first class, and second-class hotels, Continental breakfast and table d'hote lunch or dinner daily, tour escort, and transfers. Prices are all subject to change.

Itinerary

1st Day—Evening departure from New York by Alitalia 747 or DC8 jet.

2nd Day—Milan. Morning arrival. Meeting and transfer to your hotel. Afternoon sightseeing including The Duomo, one of the largest and most magnificent churches in the world, begun in 1386; the Church of Santa Maria delle Grazie, containing da Vinci's "Last Supper," and the world-famous Teatro Scala.

3rd Day—Milan/Venice: Morning departure. Afternoon arrival in Venice. Leaving Milan in the morning, you drive via Brescia and along the beautiful Lake Garda to Verona.

4th Day—Venice: Morning sightseeing. Afternoon at leisure.

5th Day—Venice/Bologna/Florence: Morning departure. Afternoon arrival in Florence. Visit Chioggia, Italy's largest fishing harbor, which is near the end of the Venice Lagoon.

6th Day—Florence: Morning sightseeing. Afternoon at leisure. Optional extension to Pisa.

7th Day—Florence/Perugia: Leave Florence in the morning and drive via San Gimignano and Siena. Nestled on a hill between Florence and Siena lies picturesque San Gimignano.

8th Day—Perugia/Sorrento: Leave Perugia in the morning for Sorrento via Assisi and Terni. Assisi, famous as the birthplace of St. Francis, stands on a hill where the Convent of St. Francis contains the Crypt with the Saint's remains and frescoes by Giotto.

9th Day—Sorrento: Optional full-day excursion to Pompeii and Amalfi.

10th Day—Sorrento: Day at leisure. Optional full-day excursion to island of Capri.

11th Day—Sorrento/Rome: Morning departure to Rome via Cassino. Leaving Sorrento in the morning, you drive via Cassino on the Via Casilina.

12th Day—Rome: Full day sightseeing. Optional "Rome by Night" tour. Morning sightseeing tour will visit the Moses Fountain, Aurelian Walls, passing the Zoological Gardens, Borghese Galleries, Via Veneto, the Triton Fountain, Quirinale Palace, Fountain of Trevi, the Pantheon, Castel Sant'Angelo, Janiculum Hill, and the Basilica of St. Peter. Afternoon sightseeing, including Capitoline Hill with a remarkable view of the Roman Forum and Palatine Hill.

13th Day—Rome: Day at leisure. Rome, the capital of Italy and center of Roman Catholicism, offers an intriguing picture of the past and present. The Vatican City, within Rome, is an intrinsic part of both artistic and historic Rome. The magnificent Cathedral and Square of St. Peter have witnessed more pomp and glory than almost any other single place in Europe.

14th Day—Rome/Milan: Scenic drive via "Highway of the Sun."

15th Day—Milan/New York: Assistance and transfer to the airport. Leave Milan by Alitalia jet, arriving New York the same afternoon. IT2AZ1M1A

Prices for Romantic Italy Tours

Airfares shown are round-trip from New York

Dates	Air	Land	Total Cost
April 3-May 15/Oct. 2-Oct. 23	$284	$315	$599
May 22-May 29/Sept. 4-Sept. 28	$284	$325	$609
June 5-June 26/Aug. 7-Aug. 28	$344	$315	$659
July 3-July 31	$344	$335	$679
Oct. 23-Oct. 30	$284	$305	$589
Nov. 6	$284	$245	$529
Nov. 13-Nov. 20/Jan. 1	$284	$215	$499
Nov. 27/Jan. 8-Jan. 15	$284	$225	$509
Dec. 4-Dec. 18	$284	$265	$549
Dec. 25/Feb. 19-Feb. 29, 1973	$284	$285	$569
Jan. 22-Feb. 12	$284	$275	$559
Mar. 5-Mar. 26	$284	$295	$579

Also departures every Monday from Boston, Chicago, Detroit, and Philadelphia at airfares applicable to these cities and subject to minimum of fifteen participants.

All prices subject to change due to adjustment of U.S. dollar.

Application for
Romantic Italy and IT-1 & 2 Tours

TO: NEA Educational Travel Division
1201 16th St., N.W.
Washington, DC 20036

Applications for reservation of space will be accepted in the order of receipt when accompanied by a deposit of $200 per person. Deposits will be applied toward full tour price, with balance due six weeks in advance of scheduled departure. Make checks payable to NEA.

Please reserve ..... spaces on Romantic Italy .....
Italy-Tunisia ..... departing on (date) ..... from
(check tour desired)
New York.

Enclosed is deposit of $..... School telephone no. .....
(include area code)

Name .....

Address .....
(street) (city) (state) (zip)

Name .....

Address .....
(street) (city) (state) (zip)

Signature ..... Date .....

Send signed application and deposit to address above

Two departures set

Italy, Tunisia Holiday is 22 days of wonder

Holiday in Italy and Tunisia has two departures: (IT-1)—July 4-July 25, and (IT-2)—July 11-August 1. Price is $798 from New York, which includes Continental breakfast and dinner throughout, except in Tunisia, where all meals are provided. No meals in New York. Air transportation by Alitalia jet.

1st & 2nd Days—New York/Milan. Evening departure by Alitalia Airlines.

3rd Day — Milan/Venice. Midday flight to Venice.

4th Day—Venice.

5th Day — Venice/San Marino. By motorcoach, drive by Padua and Ravenna to San Marino on the Adriatic.

6th & 7th Days—San Marino/Florence. Morning drive to Florence. Afternoon sightseeing will include the Medici Chapels; St. Lawrence Church; Giotto's Belfry; Ponte Vecchio, 14th century bridge spanning the Arno River; and Uffizi Art Gallery. One day at leisure.

8th Day — Florence/Rome. On your way, stop by Pisa to see the famous Leaning Tower.

9th & 10th Days—Rome. Full day of sightseeing. One day at leisure.

11th Day — Rome/Naples. After breakfast at your hotel, you will be transferred to Leonardo da Vinci Airport for your flight to Naples.

12th Day—Naples. An excursion to Pompeii and sightseeing to include the excavations.

13th Day — Naples. After breakfast, transfer to the pier to board a regularly scheduled motor launch to the island of Capri. Visit the famous Blue Grotto (weather permitting). In the afternoon, you will go to Anacapri to enjoy the view of the Blue Bay.

14th Day — Naples/Nabeul. Early morning departure for Rome to connect with your flight to Tunis, Tunisia. Upon arrival in Tunis, your motorcoach will be waiting to transfer you to Nabeul, a seaside resort.

15th through 18th Days—Nabeul. While you are in Nabeul, there will be excursions to Kairouan, noted for its carpet industry and the location of the Great Mosque, one of the most celebrated in the world; Carthage, the ancient city where General Hannibal was defeated by the Romans; Sidi Bou Said, an unspoiled gem in the Bay of Tunis.

19th Day—Nabeul/Tunis.

20th & 21st Days—Tunis. On the 20th day, you will visit the camel market with your tour director to watch about 1,000 suntanned traders who meet once a week to buy and sell camels and donkeys. One and one-half days at leisure to swim or sit by the sea.

22nd Day—Tunis/New York. Early morning flight to Rome to connect with your transatlantic flight to John F. Kennedy International Airport.

NEA Travel 1972

Tours of Hawaii start at $399, leave from 15 mainland cities

Open to NEA members, relatives, and friends, NEA's Hawaiian program this summer is bigger and better than ever.

A deluxe 15-day tour of four Hawaiian Islands, **Hawaiian Love Affair,** which was so popular when it was introduced last year, is again proving to be one of the most popular tours this year. You can expect only the best of everything from the minute you step aboard Northwest Orient's ultra-luxurious new 747 jet for your champagne flight until you depart for home.

Enjoy a flower lei greeting on arrival; volcano tour on Hawaii; lunch at the famous Volcano House; city tour of Hilo; Iao Valley/Lahaina Tour on Maui; Mt. Tantalus, Honolulu, Punchbowl and University Tour on Oahu; Kodak Polynesian Show, including transfers, in Honolulu; Wailua River Cruise and Fern Grotto on Kauai; in addition to the services of professional guides, all transfers, tips to hotel and airport porters for one piece of luggage throughout, all sightseeing by deluxe, air-conditioned motor coach, and NEA Accident and Baggage insurance.

Five dates are available: HL-1—June 10-24; HL-2—June 24-July 8; HL-3—July 1-15; HL-4—July 15-29; and HL-5—August 5-19. Price is $599 plus $39 tax and service from Chicago, Cleveland, Detroit, Milwaukee, Pittsburgh, Minneapolis/St. Paul, Los Angeles, Seattle, or Portland; or $619 plus $41 tax and service from Philadelphia, Washington, D.C., or Atlanta. Special rates for children and for triple accommodations.

If you are free to travel from July 22 through August 5, you can take advantage of NEA's **Polynesian Romance** (PRH) tour. This tour includes the same four islands (Oahu, Maui, Kauai, Hawaii) and most of the same sightseeing offered in Hawaiian Love Affair, but is $100 less in price due to the use of slightly less expensive hotels.

Price is $499 plus $36 tax and service from Chicago, Cleveland, Detroit, Milwaukee, Pittsburgh, Minneapolis/St. Paul, Los Angeles, San Francisco, Seattle and Portland, and $519 plus $38 tax and service from Philadelphia, New York, Washington, and Atlanta. Special rates available for children and for triple accommodations. Transportation by Northwest Orient Airlines 747 jet and Aloha or Hawaiian Airlines.

For persons who want to relax on a sunny beach and spend a leisurely 15-day vacation in Honolulu, we offer **Wiki-Wiki Hawaii** (WH), from June 10 through 24. Participants will have 13 nights and 14 days at the fabulous Sheraton Waikiki Hotel; flower lei greeting on arrival; round-trip transportation between airport-hotel; porterage and tips for one suitcase; sightseeing tour of Honolulu and famous Punchbowl; services of an escort; NEA Accident and Baggage insurance; and a champagne flight via Northwest Orient Airlines.

Price is $399 plus $34 tax and service from Chicago, Los Angeles, San Francisco, Seattle, and Portland, and $439 plus $34 tax and service from Cleveland, Detroit, Pittsburgh, Minneapolis/St. Paul, New York, Washington, Philadelphia, and Atlanta.

Application for Hawaiian Tour Reservation

Applications for reservation of space will be accepted in the order of receipt when accompanied by a deposit of $200 per person. Deposits will be applied toward full tour price, with balance due six weeks in advance of scheduled departure. Make checks payable to one of the offices listed below.

Please reserve ..... spaces on ..... departing
(code letters of tour)

..... on ..... Enclosed is deposit of
(city) (date)

$..... School Phone .....
(include area code)

Name(s) .....
(Please attach separate sheet with full names & addresses for all spaces requested).

Address .....
(street) (city) (state) (zip)

Signature ..... Date .....

Mail signed application and deposit to office nearest you.

Educational Travel Division, NEA
1201 16th St., N.W.
Washington, DC 20036

IEA-NEA Travel Service
2000 Spring Road
Oak Brook, Illinois 60521

NEA offers low-cost transportation to Europe

If you're an experienced traveler visiting Europe for the second or third time, or if this is your first trip, but you want to explore on your own at a leisurely pace, you'll be interested in one or more of NEA's 10 group and 31 charter flights listed here. All of them provide low cost transportation to and from Europe. Once you arrive, you're free to travel as you please until time for the return flight home.

Flight members will receive free literature on travel requirements for Europe, in addition to information on Eurail, Britrail and Youthrail Passes; Brit Thrift Coupons; Air Fare Refunder and Accident & Baggage Insurance; Volkswagen Campmobile; Avis-Rent-A-Car; DAF Rental Purchase; and Mini-tours of Europe.

Applications are accepted on a first-come-first-served basis when accompanied by the correct deposit and proof of NEA membership. Members of the immediate family are also eligible. Early registration is advisable.

NEA 1972 GROUP FLIGHT SCHEDULE

Flight Code		No. Days	Depart	Return	City	Round-Trip* Air Fare
BA G-1	☐	61	June 22	Aug. 22	New York-London-New York	$295
BA G-2	☐	30	July 4	Aug. 3	New York-London-New York	$295
BA G-3	☐	31	July 17	Aug. 17	New York-London-New York	$295
KL G-4	☐	30	June 26	July 26	New York-Amsterdam-New York	$306
KL G-5	☐	30	July 10	Aug. 10	New York-Amsterdam-New York	$306
SK G-6	☐	32	June 25	July 27	New York-Copenhagen-New York	$316
PA G-7	☐	32	July 6	Aug. 7	New York-Lisbon-New York	$259
AZ G-8	☐	31	July 3	Aug. 3	New York-Rome-New York	$374
LH G-9	☐	31	July 17	Aug. 17	New York-Munich-New York	$337
AF G-10	☐	32	July 5	Aug. 7	New York-Paris-New York	$306

Airline codes: BA=British Overseas Airways Corp.; KL=KLM-Royal Dutch Airways; SK=Scandinavian Airlines; PA=Pan American; AZ=Alitalia; LH=Lufthansa; AF=Air-France

*Subject to government approval at time of printing.
NOTE: The above prices include the $3 U.S. Departure Tax.

Application for NEA Charter or Group Flights

TO: NEA Educational Travel Division
1201 16th St., N.W.
Washington, DC 20036

Enclosed is my deposit of ..... for ..... reservations
($125 per person)

on flight ..... If first-choice flight is filled, my second choice is
(code #)

..... third choice is .....
(code #) (code #)

Name(s) .....

Address .....

City ..... State ..... Zip .....

NEA CHARTER FLIGHTS

Prices below include U.S. and foreign airport taxes.

				flight price only
CW-1	☐	Dallas-Amsterdam-Dallas	Jun 15-Jul 27	$309
CW-2	☐	Albuquerque-Shannon/Amsterdam-Albuquerque	Jun 6-Jul 5	$304
CW-3	☐	St. Louis-Amsterdam-St. Louis	Jun 19-Jul 31	$279
CW-4	☐	Indianapolis-Amsterdam-Indianapolis	Jun 20-Jul 17	$258
CW-5	☐	Chicago-Shannon/Amsterdam-Chicago	June 21-Aug 23	$299
CW-6	☐	Detroit-Frankfurt/Amsterdam-Detroit	June 23-Aug 17	$288
CW-7	☐	New York-Madrid/Amsterdam-New York	Jun 21-Aug 3	$225
CW-8	☐	New York-Frankfurt/Amsterdam-New York	Jun 24-Jul 23	$223
CW-9	☐	New York-Geneva/Amsterdam-New York	Jun 25-Aug 2	$234
CW-10	☐	Boston-Shannon/Amsterdam-Boston	Jun 25-Aug 23	$253
CW-11	☐	Columbus-Shannon/Amsterdam-Columbus	Jun 28-Jul 28	$250
CW-12	☐	Hartford-Amsterdam-Hartford	Jun 27-Jul 25	$222
CW-14	☐	New York-Amsterdam-New York	Jun 28-Aug 25	$211
CW-15	☐	New York-Shannon/Amsterdam-New York	Jun 29-Jul 29	$199
CW-16	☐	Philadelphia-Frankfurt/Amsterdam-Philadelphia	Jul 2-Jul 31	$226
CW-17	☐	Dallas-Frankfurt/Amsterdam-Dallas	Jul 5-Aug 3	$309
CW-18	☐	Philadelphia-Amsterdam-Philadelphia	Jul 5-Aug 22	$215
CW-19	☐	Washington D.C.-Frankfurt/Ammsterdam-Wash., D.C.	Jul 3-Jul 24	$240
CW-20	☐	Detroit-Amsterdam-Detroit	Jul 4-Jul 27	$249
CW-21	☐	New York-Geneva/Amsterdam-New York	Jul 22-Aug 14	$206
CW-22	☐	Chicago-Amsterdam-Chicago	Aug 3-Aug 21	$256
CW-23	☐	New York-Amsterdam-New York	Aug 2-Aug 28	$215
CW-24	☐	Detroit-Amsterdam-Detroit	Aug 6-Aug 24	$249
CW-25	☐	Philadelphia-Madrid/Amsterdam-Philadelphia	Aug 8-Aug 29	$219
CW-26	☐	Los Angeles-Amsterdam-Los Angeles	Jun 23-Sep 9	$304
CW-27	☐	Los Angeles-Madrid/Amsterdam-Los Angeles	Jun 27-Jul 28	$314
CW-28	☐	Los Angeles-Frankfurt-Los Angeles	Jun 30-Aug 11	$316
CW-29	☐	Los Angeles-Amsterdam-Los Angeles	Jul 1-Aug 26	$304
CW-30	☐	Los Angeles-Frankfurt-Los Angeles	Jul 7-Aug 16	$316
CW-31	☐	Los Angeles-Amsterdam-Los Angeles	Aug 5-Sep 2	$304

All of the above flights are on World Airways jets.

The travel program described on these pages is the only travel program officially sponsored or approved by the National Education Association.

nea reporter

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Stand up for better schools

NEA President Donald Morrison addresses Hawaii teachers at a unity rally January 18

Hawaii teachers win contract

The Hawaii State Teachers Association, NEA's affiliate that bargains for all teachers in Hawaii, last month won an unprecedented victory by negotiating the first statewide public school contract for teachers in the nation.

On February 21, Hawaii teachers voted overwhelmingly in favor of the contract, averting a statewide strike. The contract, ratified by a vote of 5,391 to 2,950, will run through August 1974.

NEA President Donald E. Morrison praised HSTA, saying that the new teachers' organization had done an "excellent job of negotiating a very fine contract in spite of very adverse budget conditions."

The contract guarantees all Hawaii teachers a daily duty-free lunch period next semester; an end to custodial duties, all lunch duties, and requirements to supervise students mopping floors, scrubbing walls, etc. The contract guarantees a grievance procedure terminating with binding arbitration of grievances, faculty governance committees in every school, and preparation periods without duties during the school day.

The contract also calls for a salary

(See HAWAII, page 11)

Report on school $$ falls short, NEA says

The report of the President's Commission on School Finance fails to come to grips with the serious problems faced by the many states whose school funding systems are now being challenged by state and federal courts, NEA said this month.

NEA President Donald E. Morrison said that the long-awaited report, given to President Nixon March 6, displays a sensitiveness to the educational and financial difficulties facing schools but that the recommendations "fall far short of the financial assistance school systems need to solve their serious educational problems."

Whereas the commission recommended that the states take over the major burden of supporting public schools, Morrison declared that it would seem "far more realistic at this time for the federal government to assume a fair share" of the financing. He added that NEA has proposed that, without reducing present state and local contributions, the federal government should pay one-third of the school costs rather than the present mere seven percent.

The NEA president said it was "extremely disappointing" that the report did not offer much help or guidance to the majority of the states where the local property tax—the almost exclusive means of local school support—is being struck down by the courts. The proposed transitional aid to permit the states to take over the full cost of school financing is not nearly enough to raise expenditures to the level of the best districts, he noted.

"Unless substantial federal aid is forthcoming," Morrison warned, states will be forced to equalize down by lowering educational spending to the level of the statewide average. In this process pupils in both wealthy suburban systems and city systems where expenditures are high compared to rural districts will be forced to cut back educational programs."

Senate passes $23 billion higher education bill

Following a week of stormy debate, the Senate on March 1 passed the NEA-backed omnibus higher education bill (S 659), clearing the measure for a joint House-Senate conference. The House passed a similar bill last November, but there are so many points of difference that the conference committee is expected to have a long and difficult task.

As passed by the Senate, S 659 authorizes about $23 billion in this and the next three fiscal years for new and existing higher education and student assistance programs, aid to desegregating elementary and secondary schools, continuation of vocational education assistance, and a variety of amendments to other federal education programs.

A major part of the Senate debate on the bill dealt with the issue of busing pupils to achieve racial balance in the schools. The outcome of that debate was a multi-faceted amendment which, though more liberal than the House version, could result in legal and administrative hassles (see story on testimony by NEA President Donald Morrison, page 3).

Equal Employment Opportunity

Congress has passed a bill

(See LEGISLATION, page 8)

opinion interpretation

This page of the REPORTER is devoted to editorial and interpretive material. Readers' letters, preferably brief, will be considered for publication. Opinions expressed in the REPORTER are not necessarily NEA policy, which is set only by Association resolution.

What should administrators do during a strike?

At its meeting last month, the NEA Board of Directors approved an official NEA position on "The Role of Supervisory-Administrative Personnel when Withdrawal of Services Occurs." The position statement has been sent to national organizations of school administrators, school principals, and supervision and curriculum directors.

The complete text of the statement follows.

The practical dilemmas faced by the various levels of administration in a strike are very real and cannot be answered merely by resort to sweeping generalizations. To help resolve these problems the various administrative assignments must be defined and then considered in the context of the administrator's legal status in relation to the bargaining unit.

For the purposes of this paper all administrative positions may be considered as falling within one of the following three categories:

1. Executive Administrators: Supt.—Asst. Supt. or Directors of Administrative Divisions, e.g., Personnel.
2. Site Administrators: Principals—Asst. Principals.
3. Staff Administrators: Curriculum Coordinators —Supervisors—etc.

State negotiations acts, where they exist, have variously defined which of these categories are in the bargaining unit or out of it, although personnel at the Executive Administrative level are almost invariably excluded by law or custom. While the legal situation varies considerably in the other two categories, practice would indicate all categories of administrators are excluded from the bargaining unit in the overwhelming number of negotiated contracts.

Since the role of the administrator within the bargaining unit represents the exception rather than the rule, we will consider that aspect of the problem before proceeding to the more typical and more difficult task of recommending appropriate action during a strike for the administrator who is outside the bargaining unit.

Administrators within the bargaining unit

If the administrator is a member of the bargaining unit, his responsibility is clear; he must support and sustain the efforts of the unit. This does not mean that if the administrator has custodial responsibilities for which he has an individual liability he may not protect himself.

The special responsibilities of the site administrator are recognized in the association's resolution on the withdrawal of services:

"At the outset of withdrawal of services, or where schools remain open during a withdrawal of services, administrative and supervisory personnel may remain within the schools or take other precautions to provide for the safety of the students and the protection of property."

It may reasonably be assumed that the site administrator can discharge these responsibilities during the first day of the strike. His continued presence would be no more necessary during the duration of the work stoppage than it would be on a weekend or vacation period. Thus the administrator has an affirmative responsibility to close school as soon as practicable.

The staff administrator members of the bargaining unit have the same responsibility as any other member of the unit to help make the work stoppage as successful as possible.

Administrators outside the bargaining unit

All administrative staff outside the bargaining unit, or exposed because no negotiation statute exists which defines the unit, are vulnerable to individual pressure far more than a member of the bargaining unit or classroom teacher and thus deserve special attention. However, they also retain a professional responsibility which supersedes their personal security to guarantee that education is not made a mockery during the work stoppage by condoning the use of unqualified personnel in the classroom. The NEA resolution previously cited continues:

"However, during the withdrawal of services by a recognized professional organization, no attempt shall be made by any member of the profession in the affected school system to provide for an instructional program. School boards should officially close schools when work stoppage is declared by the recognized professional organization. School should remain closed during the period of withdrawal of services."

As a general principle, it must be assumed that all professional employees of a school district have a common bond which must be honored when the stress of crisis places them in apparently conflicting roles.

Site administrators should confine their activities to providing for the physical safety of the students and property for which they are legally responsible.

Staff administrators outside of the bargaining unit must refuse to allow themselves to be used as strike breakers. For example, the strike manager for the board of education may wish to create the impression that all junior highs are functioning normally. All non-striking administrative personnel may then be ordered to report to a given junior high where 9th grade classes will be held and the rest of the children sent home. The board must be made aware, before the strike, that administrators will report for their normal assignments but will not allow themselves to be used to deceive the public or act as strike breakers. It may be too much to expect that each administrator individually respond in this way to a direct command, but it is reasonable to urge that administrators outside the unit organize themselves and take such a stand as a group. Provisions for such concerted activity may be effected by the adoption of one of the structural configurations recommended in the NEA pamphlet entitled, "Report: Task Force on Local Association Structure," June 1968.

Staff administrators through their appropriate unit can help to successfully resolve the strike by announcing early and loudly that they have no intention of compromising their professional integrity by undermining the efforts of their colleagues on the picket line.

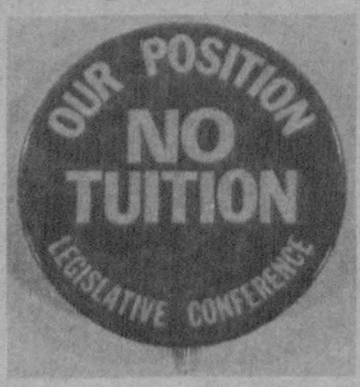
The purpose of a work stoppage is to close down the schools in order to cause the board of education and public to recognize the gravity of the crisis and make the necessary improvements. For any segment of the profession to adopt the principle that its function in employee crises is to keep the schools open is to chart a collision course which can only work to the detriment of the total educational effort.

City University of New York affiliate backs no tuition

Unit determination hearings at the City University of New York (CUNY) continue as the NEA-affiliated Legislative Conference (LC) and the United Federation of College Teachers (UFCT), AFL-CIO, gird for a major battle this spring.

Meanwhile, New York Govern Nelson A. Rockefeller proposed in his 1972 state-of-the-state address that CUNY, which has a 125-year-old free tuition policy for full-time undergraduates, be absorbed by the tuition-charging State University of New York system.

Citing the city's fiscal problems and "the rapid increase in the state's financial support of higher education," Gov. Rockefeller said "it would make sense to have a true statewide system of public colleges, by making the City University part of the State University system, with the state assuming the financial responsibility on the same basis it does with the State University."



Lapel button tells NEA affiliate's stand

The proposal reportedly stunned the chancellors of both universities and was immediately attacked by New York City Mayor John V. Lindsay. Critics maintain that CUNY's tuition-free policy is a cornerstone of the university, and that any attempt to charge tuition would wreak havoc with the university's two-year-old experiment with open admissions.

The NEA-affiliated LC, adopting the slogan "Our position, no tuition," has joined a coalition of more than 60 civic, religious, and educational organizations in charging that the Governor's proposal is "a callous attempt at political image-making at the expense of the poor and the disadvantaged."

The coalition argues that the imposition of tuition charges at CUNY would eliminate "one of the few remaining incentives for white, middle-class families to remain in the city—the opportunity to send their sons and daughters to the tuition-free City University."

Three years ago, the LC won representation rights for a unit of some 8,000 full-time, tenured faculty at CUNY. The UFCT was elected bargaining agent of the university's 7,000 part-time, nontenured faculty. Contracts negotiated by both bargaining representatives are due to expire August 31, 1972.

First annual observance

School Nurse Day sponsored by NEA department

Local school nurses were honored throughout the nation on School Nurse Day, January 26. The observance, held nationwide for the first time this year, is sponsored by the NEA Department of School Nurses. There are more than 20,000 school nurses in the country.

nea reporter

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Devote energy to making desegregation work, NEA president urges in House testimony

NEA President Donald E. Morrison this month reaffirmed support of any available means to help all children "to escape from their prison of racial and economic segregation."

Appearing before the House Judiciary Committee, NEA's president said that the nation should devote itself to making school integration successful instead of searching for alternatives which do not exist. The committee was hearing testimony related to several legislative proposals that would amend the U.S. Constitution to ban or restrict school busing in order to achieve racial balance.

"Let us devote our time, our energy, and our resources to making desegregation work rather than to placing obstacles in the path of those laboring constructively to assure its success," Morrison said.

"If we do this," he continued, "perhaps some day teachers and students will be able to say, without the hesitation many feel today, that we are truly one indivisible nation 'with liberty and justice for all.'"

The NEA president related the history of school integration and told about the various reports supporting the advantages of integrating the schools. He pointed out that the celebrated Coleman Report contained a very significant finding —that when the school was composed primarily of students with advantaged backgrounds, the achievement of such students was not reduced by the presence of students with disadvantaged backgrounds.

"Subsequent studies of school districts which have desegregated their schools have examined under controlled conditions the performance of black and white children in integrated settings for the first time," Morrison pointed out. "These studies generally have confirmed the findings of the Coleman Report."

Quotes report

The NEA president pointed out that a report to the Board of Regents of the University of the State of New York concluded that the integrated setting has a relatively greater potential for enhancing the achievement of black students than the segregated school environment, and that this potential appears to exist at both the elementary and secondary levels.

"None of the studies reviewed showed that white achievement was impaired by integration," Morrison concluded.

Morrison said that most inequalities "are not remediable by infusing money into racially isolated schools but can be corrected only through school integration.

"Only in this way can we assure that in each school there will be substantial numbers of children from affluent families with a stake in the institution," Morrison pointed out. "Only in this way can the expectations of education—freed from the stereotypes encouraged by racially isolated schools—begin to correspond naturally with the actual aptitudes of the individual child. Only in this way can the significant educational resources which children themselves bring to the school be made available to all schools on an equal basis. Only in this way can minority school children have an opportunity to begin to cope realistically with the majority group.

"Let there be no misunderstanding," Morrison said. "School desegregation is not for the benefit of minority children alone. Racial segregation breeds false notions of superiority in white children whose unrealistic self-perceptions are harmful to their development. . . ."

Morrison pointed out that "research shows that bus transportation is safer than walking to school." A recent study compared 120 transported and 120 nontransported students randomly selected from a predominantly white urban elementary school. The time range on the bus for the transported students was from 10 to 45 minutes. The study showed no statistically significant difference between the transported and nontransported groups in achievement test scores or daily attendance, Morrison said.

The NEA president said the study also failed to substantiate the contention that transported students have fewer friends than their nontransported peers.

"History will not favor those who, in the passions of the moment, diminish the nation's fundamental charter and signal a retreat from the Brown decision," Morrison told the committee. "The adjustments necessary to remedy this nation's past mistakes may cause inconvenience for many people. But some disruption of established patterns is inevitable if we are serious about implementing the Brown decision and achieving equality of educational opportunity."

NEA President Donald E. Morrison (left) chats with Rep. Emanuel Celler (D-N.Y.), chairman of the House Judiciary Committee, following Morrison's testimony opposing a Constitutional amendment that would have the effect of barring court-ordered busing to integrate schools. In his testimony, Morrison said: "History will not favor those who, in the passions of the moment, diminish the nation's fundamental charter and signal a retreat from the Brown decision."

'Will set example'

Student NEA committees guarantee minority role

The Student National Education Association has announced that its official task forces and committees will include at least one-third ethnic minority representation.

The decision was reached by the Student NEA executive committee prior to the recent semi-annual meeting of the 80,000-member organization's representative assembly.

Student NEA President Frank Buress, a government major from Sacramento State College in California, said: "Our action will set an example for all teacher association affiliates of NEA and prove unequivocally that we don't give lip service to involving ethnic minority members." He added that the executive committee action regarding committee selection quotas soon could lead to similar efforts in balancing minority representation in Student NEA governing bodies.

NEA backs Indian education legislation

NEA President Donald E. Morrison (left) confers with Sen. Quentin Burdick (D-N.D.) on the Comprehensive Indian Education Act which is pending before the Interior and Insular Affairs Subcommittee. In March 1 hearings, over which Burdick was presiding, Morrison declared the time is overdue for Indian people to make decisions governing their own affairs. "Education," Morrison said, "is one of the major areas over which the Indian people should have control." He added that NEA support of the pending bill would be contingent on its acceptance by the majority of the Indian people.

Association action saves jobs for 1,000 Washington teachers

Massive and timely action by the united teaching profession saved the jobs of more than 1,000 teachers in Washington state this year—jobs worth some $12 million.

The action was launched by NEA through the DuShane Emergency Fund, the Washington Education Association, and local education associations after 1,200 teachers received nonrenewal notices last spring. School officials blamed the economic slump, an anticipated decline in school enrollment, and the failure of local tax levies for the nonrenewals.

Appeals are still pending on some of the cases. The DuShane Fund's most recent payment of $6,000 was made to WEA this month.

Many of these positions were saved due to vigilant association attention to fair dismissal procedures in the reductions in force, rigorous examinations of school budgets to find funds for staffing, and lobbying to ensure passage of new tax levies.

Court action challenged such practices as:

- Illegal notice of nonrenewal
- Inequitable use of seniority standards
- Lack of nonrenewal criteria
- Possible denial of constitutional rights in nonrenewal of certain teachers who are association leaders
- Failure to follow negotiated agreements or the state fair dismissal law.

Some of the school districts in which dramatic job rescues were possible include:

- Everett, where 652 teachers were nonrenewed, then reinstated
- Eastmont, where 132 nonrenewed teachers were reinstated
- Battleground, where 181 teachers' jobs were saved.

State court action is still pending in several districts, including Renton, where approximately 300 teachers are challenging the issuance of supplemental contracts for extra-duty assignments and some 65 teachers are appealing nonrenewal due to levy failure.

April 30 deadline is set for Classroom Teacher candidates

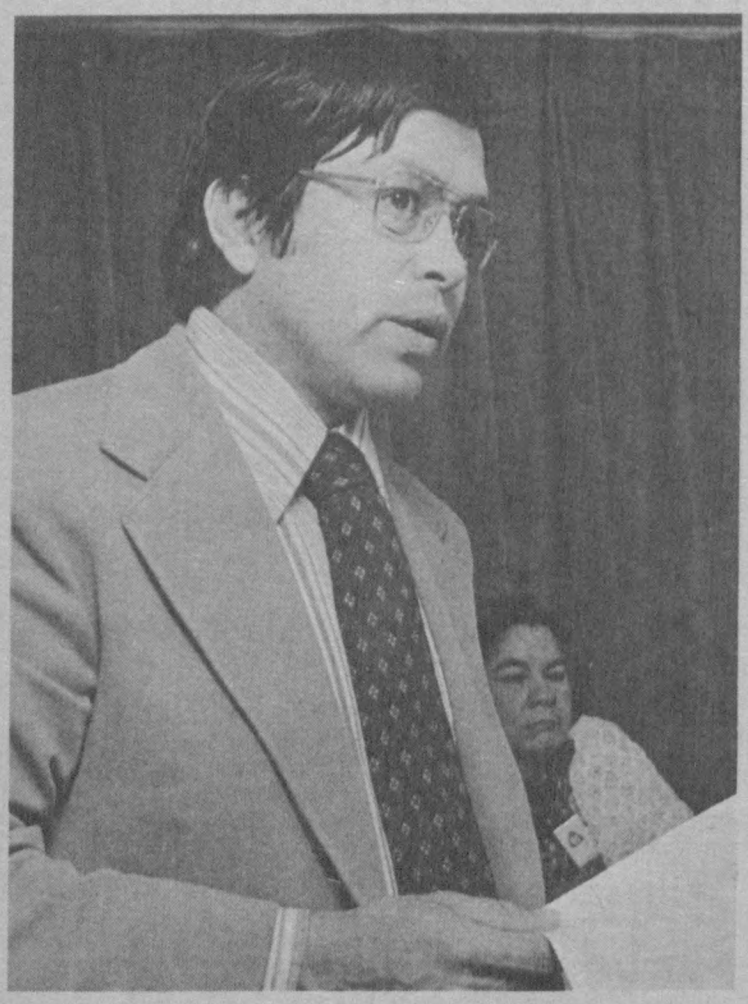
In order for candidates for office in the Association of Classroom Teachers to have their names printed on the official ballot, notification in writing must be received at NEA Center postmarked no later than midnight, April 30, 1972.

The 1972 elections will be held June 25 in Atlantic City, N.J. The following ACT offices will be filled:

President-Elect
Vice President
Secretary
Mid-Atlantic Regional Director
South Central Regional Director
Southeast Regional Director.

Human rights conferees agree

Moratorium urged on standardized testing



Steve Moreno of California, a participant in the NEA-CHR testing conference, raises questions during the Chicano caucus meeting about assessing the achievement of bilingual and bicultural children.

Some 650 NEA members last month called for an immediate moratorium on standardized testing. Recent NEA Representative Assemblies have taken positions opposing the National Teacher Examination and a national assessment program.

Conferees who participated in four study groups also recommended that IQ scores be removed from cumulative record folders; that the National Teacher Examination be abolished; that NEA provide legal aid to persons suing against misuse of tests; that standardized texts not be used on bilingual or bicultural children; and that colleges and universities eliminate the use of the Graduate Record Examination, Millers Analogy, and NTE.

The moratorium action and the recommendations came at the conclusion of the tenth national NEA-CHR conference on civil and human rights in education held in Washington, D.C., February 18-20.

Conference speakers included Jane Mercer of the University of California at Riverside, who delivered the keynote address; William Brazziel of the University of Connecticut at Storrs; José Cardenas, superintendent of the Edgewood I.S.D. in San Antonio, Texas; Thelma Spencer, assistant director of the National Teacher Examinations Program, Educational Testing Service; Robert Williams, professor of psychology and director of Black Studies at Washington University, St. Louis, Missouri; and Dwight Allen, dean, School of Education, University of Massachusetts.

Dr. Mercer spoke to conference participants about the socio-cultural factors in the educational evaluation of minority children. She reported that in a Southern California city "99 percent of the persons nominated by the schools had been given an I.Q. test, but only 13 percent had received a medical diagnosis." She recommended that school psychologists use more information about the child's adaptive behavior in non-school situations and secure systematic information about his socio-cultural background.

Dr. Mercer urged that special education programs "be greatly broadened and planned on the premise that every child be kept in the educational mainstream" and that children from special education classes not be dumped into regular classrooms without a continuation of special education services.

Dr. Brazziel, who addressed a forum on "Bias in Testing," recommended that everyday behavior be used to ascertain the coping ability and competence of minority school children. He told participants that "there is no great mystery about test making," and they should start to develop their own culture-specific tests. He endorsed criterion-referenced tests, "which measure exactly what has been taught—in a particular module or unit, by a particular teacher, in a particular time span," and which eliminate time and child-racing as variables.

Dr. Spencer, who addressed a conference forum about counseling and employment, emphasized that the NTE is "by no means the most important piece of information about a person." The NTE score should be weighed against other information, she said.

Dr. Cardenas recommended that methods other than tests be utilized to make educational decisions about children and that minority children develop neutralizing or survival tactics. Addressing the forum on educational administration, Dr. Cardenas said that there are too many exceptions to the basic assumptions that are made about tests. For example, he said one cannot assume the common experience of the children or their equal language or reading skills. Neither can cultural compatibility be assumed.

Dr. Cardenas elaborated on language difficulties in testing, raising questions about methods for testing bilingual children. Translating tests into Spanish poses problems, he said, because of the regionalization of the Spanish vocabulary and because Mexican American children who are bilingual ought to be given one bilingual test which takes their culture into account. He also said that competitiveness assumed by the testers is not a part of the Mexican American culture.

Dr. Williams said he has found intelligence tests deficient in validity, reliability, and standardization because they call for mainstream responses and do not represent the people on whom they will be used. When he administered the Black Intelligence Test of Cultural Homogeneity to Black children, he said, their higher scores moderated the invalidity of the previously taken WISC. He said that "an IQ discrepancy of 15 points in Black kids means only that the tests are biased. They underpredict Black ability."

Dr. Allen, the final conference speaker, called testing "part of the mindless process of education that is more suited to simpler days gone by" and labeled it a device for dividing society into upper and lower halves. He warned against abolishing the standardized test, for this would "harm the very people we are trying to help" and there are students who actually thrive on tests. "Tests should not be given to students for whom testing prohibits learning," he concluded.

Conferees surround Jane Mercer (above, right) at the conclusion of her keynote speech at the NEA-CHR conference. Dr. Mercer charged that the schools are the primary labeler of mental retardates. She said that "disproportionately large numbers of Black and Chicano children are labeled as mentally retarded by the California public schools," and called this form of mental retardation a school-specific disability. Standing at lectern at right is Wade Wilson, member of the NEA Executive Committee.

Con Con reconvenes to consider changes

NEA's Constitutional Convention reconvenes this month in Minneapolis, Minnesota. NEA is currently using the constitutional convention process to reassess the basic laws under which it now operates.

Con Con came into being when the 1970 NEA Representative Assembly adopted a report entitled, "A Plan for a Constitutional Convention."

"This report—known as the Con Con Enabling Act—has structured Con Con's activities to allow all NEA members opportunities to be involved in the constitutional convention process," said Gene R. Duckworth, Con Con chairman. "The involvement began last year with three service committees and continued last spring when affiliates elected their delegates to Con Con," he said. "Currently the membership is being given numerous chances to add their input into the constitution. And, they are now electing their delegates to the 1972 Representative Assembly where Con Con may be adopted. Finally," Duckworth said, "NEA members will be given the opportunity to vote in the ratification of the final document."

The Enabling Act requires that the new document be submitted to the membership for its consideration. The NEA Proposed Constitution and Bylaws appeared in a September 1971 NEA Reporter and in various state and local association publications. An additional 250,000 copies of the document have been distributed to NEA affiliates.

The Enabling Act also requires the original Constitutional Convention to reconvene for one week or less to consider the suggested changes the members make toward the first draft of the constitution. The March 24-29 Minneapolis meeting will meet this requirement.

"Since the Fort Collins sessions, Con Con delegates have been to every corner of this country listening to members' comments on the constitution written last summer," said Duckworth. "I am pleased that Con Con has gotten to the grass roots members within our professional association. Over 250,000 tally sheets, on which the membership is recording its reaction to the Fort Collins draft, are being distributed. The Minneapolis meeting will allow the delegates to adjust the Fort Collins draft to the wishes of the membership before it goes to the 1972 Assembly for possible consideration, amendment, and adoption.

"I personally feel Con Con is succeeding in meeting the various democratic techniques contained in the Enabling Act," he said. "This will allow the proposed constitution and bylaws to become NEA's central governing documents that will better facilitate the achievement of the Association's goals."

Next month's NEA Reporter will tell of changes in the Con Con document resulting from the Minneapolis sessions.

NEA affiliates win elections for teacher representation

NEA affiliates won 15 and lost six representation elections reported in recent months to the NEA Division of Field Services. In another election, at Rhode Island College, the NEA affiliate garnered more votes than any competing organization, but failed to receive a majority of the votes cast. A run-off is scheduled.

Affiliate wins include Trenton, Linden, and Matawan, New Jersey; Tenino and Raymond, Washington; Niagara Falls, Wappinger Falls, and Seaford, New York; Springfield and Youngstown, Ohio; Newton and Stamford, Connecticut; Vigo County, Terre Haute, Indiana; Saginaw Valley (Michigan) College; and Rhode Island Junior College.

Losses were reported by associations in Park Forest, Steger, and Cook County College, Illinois; Hammond, Indiana; Levittown, New York; the University of Rhode Island; and Mapleton, Colorado.

NEA president-elect speaks in Japan

NEA President-Elect Catharine Barrett addresses the 21st National Assembly for Educational Research in Kofu City, Japan. This annual meeting is sponsored by the Japan Teachers Union and the Japan Upper Secondary School Teachers Union. Mrs. Barrett represented NEA. At right is Hiroshi Yoshida, an interpreter.

NEA will study problems in South Carolina schools

NEA will conduct a special statewide study of reportedly severe deficiencies in the public schools of South Carolina.

The special study was authorized by the NEA's Commission on Professional Rights and Responsibilities after reviewing findings of a preliminary inquiry conducted by NEA staff last November at the request of The South Carolina Education Association.

The major phase of the investigation will be conducted in various parts of South Carolina as soon as members of a special study committee have been selected.

The preliminary inquiry team placed SCEA's 12 charges of educational deficiencies into three major categories: financial problems, the educational problems that result from inadequate financing, and occupational problems.

Job-related concerns

The study committee will deal primarily with job-related concerns, because teachers in the state indicated that this clearly is the area of sharpest disagreement between teachers and the government establishment of South Carolina.

Preliminary inquiry findings further indicate that, in the area of teacher employment concerns, unlike the other two major problem areas cited by SCEA, there is little evidence that any kind of effective remedial effort is either under way or on the way.

Financial problems will not be a major part of the NEA study because there is now another source of NEA assistance to SCEA in the state organization's efforts to improve the level of school support in South Carolina. The NEA Committee on Educational Finance has selected South Carolina as one of the five states to which it will provide the service of a school finance study. Also, the fact that SCEA already has instituted the legal action challenging low and inequitable tax assessment tends to remove educational finance from primary importance in the impending investigation.

Trenton teachers win class size victory

The Trenton (New Jersey) Education Association won a significant victory on class size recently when an American Arbitration Association representative ruled that the board of education had to comply with its 1971-72 contract with TEA and reduce by March 1 all classes where student enrollment is more than 30.

During last year's strike, Trenton teachers agreed to forego teacher welfare proposals in exchange for the class size provision, which was one of the major issues in the lengthy dispute at the time.

Classroom Teachers cosponsor American Indian tour

The American Indian civilizations of the Southwest will be the focus of a 1972 NEA tour cosponsored by the Association of Classroom Teachers and NEA's Educational Travel Division.

"ACT's involvement in the Southwest Indians tour reflects the Association's emphasis on minority groups," stated ACT President Jim A. Roady. "As ACT Resolution 28-71 points out, 'an understanding of a multicultural society is imperative if Americans are to live together harmoniously.'" He added that the ACT Forum praised the tour highly.

Presented in cooperation with the Bureau of Indian Affairs, the Southwest Indians tour group will be accompanied throughout by the BIA official. The tour director is an instructor from Arizona State University. A specialist in Indian cultures of the Southwest, he will conduct seminar discussions during the tour. An optional two hours of academic credit is available from ASU upon completion of the tour. A Pueblo Indian will also travel with the tour from Albuquerque to Farmington, and a Navajo the rest of the way.

During the trip, sites of both present and historical interest will be visited. Wherever possible, meetings with tribal officials from a number of tribes will be arranged.

The tour, offered July 30 to August 12, begins and ends in Albuquerque. The price of $345 includes hotel and transportation, but not meals.

The Southwest Indians tour is one of four co-sponsored by ACT. A second one, the American-Scandinavian Seminar in Comparative Education, will offer three to six hours of academic credit. The 28-day program focuses on a comparison of American education with that in Denmark, Norway, and Sweden. The Scandinavian study experience is scheduled to run from July 1 through 28, 1972.

The Capitals of Europe tour, July 2-24, is especially recommended for persons who have never been to Europe before.

A 14-day low-cost tour of Japan and Hong Kong will be offered leaving Philadelphia or Seattle on July 3. A side trip to Bangkok is optional.

A brochure describing the four tours is available from the Association of Classroom Teachers, NEA Center. Early reservations are advisable.

Students learn about Negro history at NEA Center

Four-year-old Laurie Bosma of Alexandria, Virginia, learned a lot when she came to NEA Center to see the Afro-American Experience, which included the film, "Heritage in Black," and a lecture by Carlton A. Funn, Sr.

Twenty classes a day filed into NEA Center during Negro History Week to view the Afro-American Experience, a collection of African and Afro-American artifacts, portraits, records, and teaching materials. Pictured above, Carlton A. Funn, Sr., a Virginia teacher who spent 15 years collecting the materials, tells some District of Columbia students about black contributions to American life. The exhibit was sponsored by the NEA Center for Human Relations in cooperation with the Association of Classroom Teachers.

NEA Travel 1972

An unusual travel experience retraces the Route of Alexander the Great

The NEA Educational Travel Division this year is offering an unusual tour experience retracing some of the routes followed by Alexander the Great during his eastward campaigns. Although the sites of many of his battlefields are inaccessible, the tour does include many historic high points. For variety and interest, some other areas not associated with Alexander have been included in the itinerary.

First stop London

Departing from New York on July 5 via Pakistan International Airlines, you begin your 37-day tour by stopping first in London for afternoon and following morning sightseeing excursions before flying to Baghdad, Iraq.

Near Baghdad, you'll visit Babylon to see Nebuchadnezzar's Procession Street, the Hanging Gardens, the Ishtar Gate, and the Lion of Babylon. *Babylon's people surrendered to Alexander almost eagerly, and his troops rested here a month before marching on, in pursuit of Darius. Eventually Alexander was to return to Babylon, which saw his death and the breakup of his subjugated but unreconstructed empire.*

Kuwait highlights

Then on to Mosul, stopping in Samarrah en route; explore Ninevah, Nimrud, and Arbil, *site of Alexander's great battle of 331 B.C.* Next the sheikdom of Kuwait. Visits include the Al-Salam Palace, Kuwait Museum, Sabah Hospital, and the Shuwaikh saltwater distillation plant, world's largest. Special programs are planned also with the Ministry of Education and Ministry of Guidance and Information, in addition to visits to schools. *Education in Kuwait is entirely free, including students' food and clothing.*

Continuing with a flight to Abadan, Iran, you will visit the oil refinery, then fly to Shiraz, city of Hafiz and Saadi, two of Persia's famous poets. In Shiraz you will also see the ruins of magnificent Persepolis, vast city of Darius and Xerxes, and royal capital of the Persian Empire. *Alexander's army looted Persepolis and set it aflame. Although later regretting the rampage, Alexander justified it as retribution for the infamous Persian invasion of Greece.*

Isfahan and Kabul

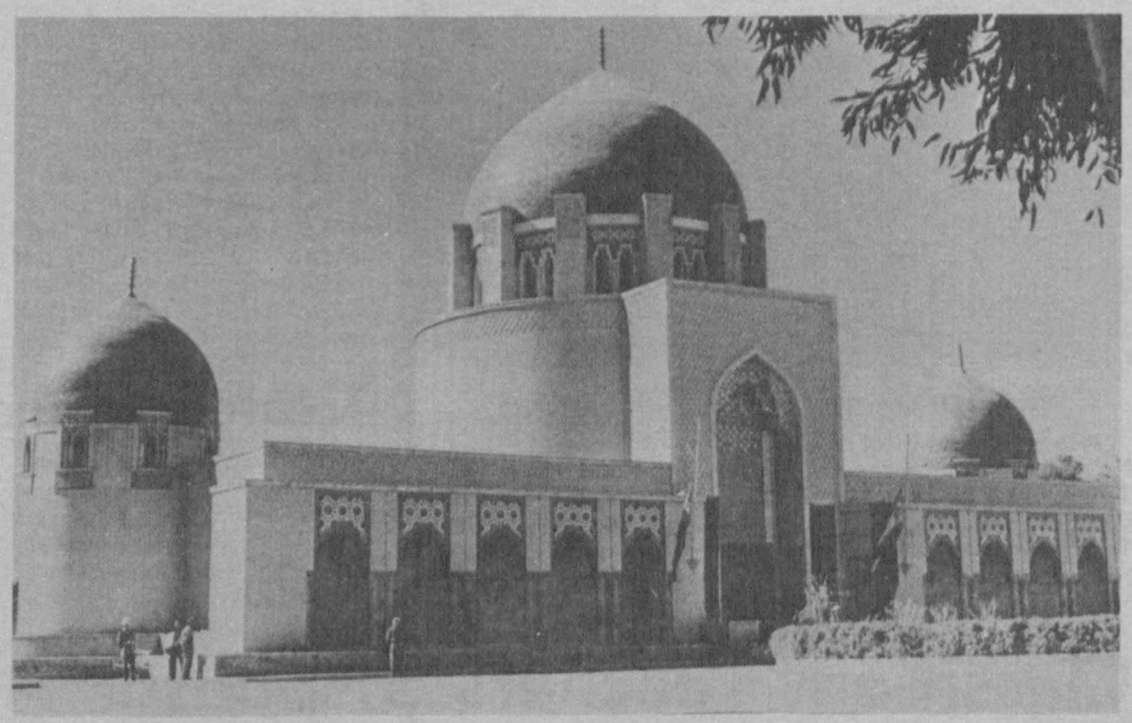
Another flight takes you to Isfahan, with its old palace of the shahs of dynasties past. On to Teheran to see the royal palaces, Peacock Throne, crown jewels, and to observe the art of rug washing in the ancient city of Rey. On to Kabul, Afghanistan, with its relics and vestiges of the Buddhist period.

An eight-hour drive through history takes you from Afghanistan into Pakistan through the famed Khyber Pass *where Alexander's army passed.* You'll travel through the Tank-i-Gharu Gorge to Jalalabad, thence to Landi-Kotal, a fascinating caravan town.

Other highlights

A few other highlights of this never-to-be-forgotten tour include: Mohenjo-Daro, "City of the Dead," *where stand the ruins of one of the earliest civilizations known to man, and one of the most exciting archaelogical discoveries of this century.The well-planned city, with its wide streets, elaborate drainage system, state granary, public bath, and monastery, has brought to light a whole forgotten world of stocky, long-headed men and slender black-haired bejewelled women, who lived and died sometime in the third millennium B.C.;* a cruise to the mouth of the Black Sea; Istanbul, Turkey, to see the Hippodrome, the Blue Mosque, St. Sophia, the cisterns and the Grand Covered Bazaar; Granicus, *site of Alexander's first Asian Battle in 334 B.C.;* the ruins of Troy and Pergamon, including the Aesculapium, the Acropolis, and the Museum; full-day excursion to Ephesus to visit St. John's Basilica, Virgin Mary's House, the ruins of Ephesus, with a stop at Mount Pagus, *where the city built by Alexander the Great can be seen.*

For complete details on *Paths of Glory: The Route of Alexander the Great* tour (July 4-August 9) for $1,985 from New York, please complete the coupon below and mail it to the NEA Educational Travel Division today.



The Royal Mausoleum, one of the impressive sights of Baghdad, capital of Iraq. Nearby is the King Faisal I Memorial Exhibition.

'Get Oriented' on an Oriental Holiday tour

"Get Oriented" now and join the hundreds of NEA members and their families who will be participating in one of the six **Oriental Holiday** tours scheduled throughout the summer.

Because of President Nixon's visit, there is more interest in the Orient this year than ever before. The NEA Travel Division offers you two weeks in Japan and Hong Kong for a price that will probably never be possible again.

If you made this same trip on your own, the least expensive individual airfare you could buy would be a 14- to 21-day excursion fare costing (round-trip) $868 San Francisco-Tokyo, $1,058 Chicago-Toyko, and $1,120 New York-Tokyo. NEA's entire **Oriental Holiday** tour, all-inclusive, is only $895 from any of the departure cities listed below. Price includes deluxe hotel accommodations, full American breakfast and dinner daily, sightseeing excursions, all transportation, transfers, and NEA accident and baggage insurance.

It is even possible to take the same tour for $695 if you want to eliminate meals and three full-day sightseeing excursions. **For complete information, contained in NEA Travel Summer 1972, mail the coupon at the bottom of the next page.**

Departures are as follows:

OH-1	**June 27-July 10**	**from Atlanta or Los Angeles**
OH-2	**July 3-July 16**	**from Philadelphia or Seattle**
OH-3	**July 9-July 22**	**from New York or Chicago**
OH-4	**July 15-July 28**	**from Dallas or San Francisco**
OH-5	**July 21-Aug. 3**	**from Boston or Chicago**
OH-6	**July 27-Aug. 9**	**from New York or Columbus, Ohio**

A Japanese artist painting his pictures on rice paper.

TO: Educational Travel Division, NEA
1201 Sixteenth St., N.W.
Washington, DC 20036

Please send me complete details on *Paths of Glory: The Route of Alexander the Great.*

Name .....

Street .....

City ..... State ..... Zip Code .....

NEA Travel 1972

European tours offer fun and recreation with academic credit often available too

The NEA Educational Travel Division urges members not to let another summer vacation slip by while they stay at home dreaming about strolling down the Rue de la Paix, tossing a coin in the Trevi Fountain, thrilling to the crown jewels in the Tower of London, or exploring that castle on the Rhine.

Members looking for strictly fun and recreation will find both on NEA tours. Members who'd like to earn academic or in-service credit while touring Europe will find that too.

Here are just a few of the European tours scheduled for this summer.

Your First Tour of Europe, a 22-day tour, has six different departures, and is offered for two different prices. If you prefer all first-class hotels, sign up for BT-1 (July 4-25) from New York; BT-2 (July 6-27) from Chicago; or BT-3 (July 11-Aug. 1) from New York. Price from New York is $899, from Chicago $993.

If you want to take the same tour for less money, and stay in budget (instead of first-class) hotels, you can take BT-5 (June 29-July 30) from New York; BT-7 (July 18-Aug. 8) from Chicago; or BT-8 (July 31-Aug. 21) from New York. Prices are $799 from New York and $893 from Chicago.

Buckingham Palace gate in London, a favorite view of tourists

The itinerary for all six tours is the same, and includes London, Brussels, Paris, Geneva, Milan, Florence, Rome, Lucerne, Heidelberg, Mannheim, Cologne, and Amsterdam. Breakfast and dinner daily in Europe is included.

Do you have a high-school age son or daughter (grades 9-12) who would like to join a similar tour with other students from all over the United States? Send him on **Students' Mini Swinger** (BT-6) July 6-July 27 departing from New York.

This is a special 22-day budget tour designed for high-school age sons and daughters of NEA members who want a general tour of the highlights of Europe. It will be directed by an experienced NEA-appointed tour director throughout. Countries visited will be the same as the other "First Tour of Europe" programs. Price is $799, including two meals daily in Europe.

If you would like a longer stay in Europe, consider **Europe for the Young at Heart,** a 32-day budget tour for $999 from New York. Three dates are available: EYH-1 (July 2-Aug. 2); EYH-2 (July 30-Aug. 30); and EYH-5 (July 9-Aug. 9). Accommodations are in comfortable European-style hotels, and Continental breakfast and dinner daily in Europe are included. The tour covers London, Brussels, Amsterdam, Cologne, Weisbaden, Baden-Baden, Lucerne, Innsbruck, Venice, Florence, Rome, Pisa, Nice, Marseilles, Lyon, and Paris.

Three 38-day **Europe for the Young at Heart** tours are also offered from New York for $1,098: EYH-3 (June 27-Aug. 3), EYH-4 (July 2-Aug. 8), and EYH-6 (July 4-Aug. 10). EYH-4 is in cooperation with East Carolina University, and participants may earn academic credit. The itinerary is the same as given above, but more time is spent in several cities.

Europe with Scandinavia offers the traveler 44 days to explore Bergen, Oslo, Stockholm, Copenhagen, Amsterdam, Cologne, Mannheim, Freiburg, Interlaken, Lucern, Innsbruck, Venice, and Florence. Continental breakfast and dinner daily are provided in Europe. Price is $1,598 from New York, with two departures available. GE-1 (July 2-Aug. 14) in cooperation with Western Illinois University for academic credit, and GE-3 (June 28-Aug. 10).

Members in the Washington, D.C., area will be interested in three 38-day **Europe, Major Highlights** tours which will depart from Washington. Visit London, Banbury, Amsterdam, Brussels, Cologne, Wiesbaden, Baden-Baden, Lucerne, Innsbruck, Venice, Florence, Rome, Pisa, Nice, Marseilles, Lyon, and Paris. Dates are: GE-6 (June 26-Aug. 2), GE-7 (July 3-Aug. 9), and GE-8 (July 10-Aug. 16). Price is $1,380, which includes two meals daily in Europe.

Of special interest to Spanish teachers, or others who would like to concentrate on one particular area instead of traveling throughout Europe, is **Holiday in Spain** tour departing from New York for 22 days in Spain and Portugal. There are four departures from which to choose: IB-1 (June 29-July 20), IB-2 (July 6-27), IB-3 (July 20-Aug. 10), and IB-4 (Aug. 3-24). Towson State College is cosponsoring IB-1, and participants may earn academic credit. Budget price of $760 includes Continental breakfast and dinner daily. You'll visit Madrid, Salamanca, Guarda, Nazare, Lisbon, Seville, Granada, Cordoba, Barcelona, Montserrat, and spend three days on the island of Mallorca.

Transportation-only bargains to Europe

Many charter and group flights are still available this summer for NEA members and their immediate families who want low-cost transportation to and from Europe. Round-trip charter prices start as low as $199. Flights depart from major cities throughout the United States and fly to Amsterdam, Shannon, Frankfurt, Madrid, and Geneva.

Group flights, starting at $259 round-trip, depart from New York only for London, Amsterdam, Copenhagen, Lisbon, Rome, Munich, and Paris.

For a complete schedule of all flights, please refer to page 16 in the February issue of the NEA REPORTER, or send in the coupon below.

Mail to: Educational Travel Division, NEA
1201 16th St., N.W.,
Washington, DC 20036

Please send complete information on charter and group flights to Europe:

Name .....

Street .....

City ..... State ..... Zip .....

Complete day-by-day itineraries on all of the European tours mentioned can be found in the summer tour book, *NEA Travel Summer 1972*. If you have not already requested a copy, complete the coupon below and mail it today.

To: Educational Travel Division, NEA
1201 16th St., N.W.
Washington, DC 20036

Please send me *NEA Travel Summer 1972* (illustrated, 64-page summer tour book containing day-by-day itineraries of tours all over the world)*

Name .....

Address .....

City ..... State ..... Zip .....

*Please do not request another book if you have asked for one previously. Thousands of copies are on their way to members now.

NEA minority employment registration effort continues

An encouraging number of responses were received to the November *NEA Reporter* article explaining NEA's Minority Employment Program. The names of minority group educators received will be referred to state and local education associations seeking employees. Listings of job vacancies are also supplied to candidates on the register.

To place your name on the register, complete and mail the form at right to NEA's Employment Manager, at NEA Center.

TO: Mrs. Dorothy P. Rodmann
Employment Manager, NEA
1201 Sixteenth St., N.W.
Washington, DC 20036

I hereby give permission to the Minority Employment Program of the Personnel Division, NEA, to place my name on the minority candidate register and make information available upon request to NEA, state and local education association who register with the program.

NAME .....

ADDRESS .....

PHONE .....

Racial or ethnic minority group (including women) .....

Legislation . . .

(Continued from page 1)

giving the Equal Employment Opportunity Commision new methods to fight job discrimination. The bill is currently awaiting the President's signature.

The Senate passed its bill on March 6. The House passed a similar measure last September. The bill empowers the commission to seek federal court orders against an employer or union practicing job discrimination.

Under the 1964 Civil Rights Act creating the EEOC, the commision was limited to seeking voluntary compliance of employers to end discrimination. The new bill places teachers and other public employees under the protection of the law.

The major issue in debate on the bill was whether to authorize EEOC to issue "cease and desist" orders to halt job discrimination, as urged by NEA and other civil rights interests, or to seek enforcement through the courts.

Both the House and the Senate approved the courts route, although there was a battle in which cease-and-desist supporters prevailed for a time.

As the measure now stands, EEOC can seek court orders and the U.S. Attorney General can bring suits charging discrimination by state or local governments.

Status of major education bills as of March 10—second session—92nd Congress

Bills & Committee Assignment	House	Senate	Provisions
Department of Education HR 2356 (Government Operations) S 1485 (Government Operations)	In Committee	In Committee	Creates a cabinet-level Department of Education to administer all federal education programs and to give education a top-level spokesman.
Collective Bargaining S 600 (Labor & Public Welfare) HR 9324 (Education & Labor)	Hearings scheduled March 14	In Committee	Requires teachers and school boards to bargain in good faith and establishes an independent agency to regulate the process.
Mobile Teachers Retirement Act HR 10216 (Education & Labor) S 2082 (Labor & Public Welfare)	Hearings scheduled April 11	In Committee	Permits teachers to move across state lines without losing all retirement benefits.
Medicare for Teachers HR 1 Sec. 202 (Ways & Means) S 880 (Finance)	Passed 6/22/71	Markup in progress	Extends Medicare coverage to teachers not presently covered, through agreements between HEW and state governments.
Retirement Income Tax Credit HR 1, Sec. 532 (Ways & Means) S 316 (Finance)	Passed 6/22/71	Markup in progress	Amends the Internal Revenue Code concerning tax treatment of retired teachers and others whose income is derived from sources other than Social Security.
Special Revenue Sharing for Education HR 7796 (Education & Labor) S 1669 (Labor & Pub. Welfare)	Hearings completed	In Committee	Administration proposal to repeal over 30 categorical education programs and redistribute $3 billion under five broad categories: aid to the disadvantaged, impact-aid, vocational education, education for the handicapped, and special support services.
Department of Human Resources HR 6963 (Government Operations) S 1432 (Government Operations)	In Committee	In Committee	Administration plan to replace HEW with a Human Resources Department. Education programs would be regrouped and operated along with manpower and social service programs.
General Education Assistance Act of 1971 HR 1491 (Education & Labor)	In Committee		Authorizes $100 per school-age child to states for increasing teacher pay and meeting other urgent needs; provides added $2.5 billion for poor states.
Copyright Revision S 644 (Judiciary)		In Committee	Overhauls 1909 law. Sets standards for "fair use" of copyrighted materials for educational purposes.
Voter Registration HR 12016 (Post Office & Civil Service) S 2574 (Post Office & Civil Service)	Hearings in progress	Floor action in progress	Provides for voter registration through mailed cards and extends 30-day residency provision to all federal elections.
Economic Opportunity Extension HR 12350	Passed 2/17/72		Extends Economic Opportunity Act for two years; authorizes $1.5 billion for Head Start program for Fiscal 1972 and 1973.
Higher Education HR 7248 (Education & Labor) S 659 (Labor & Public Welfare)	Passed 11/4/71 Conference pending	Passed 3/1/72	Expands and revises most higher education laws. Creates new programs of institutional and student aid.
National Institute of Education HR 7248 (Education & Labor) S 659 (Labor & Public Welfare)	Passed 11/4/71 Conference pending	Passed 3/1/72	Creates an educational research institute to promote educational experimentation and reform.
Occupational Education HR 7248 (Education & Labor) S 659 (Labor & Public Welfare)	Passed 11/4/71 Conference pending	Passed 3/1/72	Increases federal support for career (vocational) education and counseling at both the high-school and post-high-school level.
Ethnic Heritages Studies HR 7248 (Education & Labor) S 659 (Labor & Public Welfare)	Deleted from Bill 11/4/71 Conference pending	Passed 3/1/72	S 659 authorizes $30 million over two years for ethnic cultural heritage studies. Grants could be used to develop curriculum and train teachers.
School Desegregation HR 7248 (Education & Labor) S 659 (Labor & Pub. Welfare)	Passed 11/4/71 Conference pending	Passed 3/1/72	Provides $1.5 billion over two years to aid nationwide school desegregation.
Comprehensive Indian Education Act S 2724		Hearings Completed	Establishes a National Board of Regents for Indian Education in the Interior Department; provides grants for improving the education of Indian children, teacher education, and for school construction on or near Indian reservations.
Equal Employment Opportunities Commission HR 1746 (Education & Labor) S 2515 (Labor & Public Welfare)	Cleared for President 3/8/71		Brings teachers under EEOC and gives agency power to bring suit against discriminating employers.
Equal Rights Amendment HJ Res. 208 (Judiciary)	Passed 10/12/71	Floor action pending	Constitutional amendment giving women equal rights. Senate version contains qualifying provisions.
Economic Stabilization Act S 2891 (Banking)	Public Law 92-210 12/22/71		Extends Presidential authority to impose wage and price controls until April, 1973; grants teachers retroactive pay increases.

Major Bills Enacted: U.S. Office of Education Appropriations (PL 92-48), signed 7/9/71, providing $5.02 billion for USOE-administered probrams in fiscal 1972; 18-Year-Old Vote (26th Amendment to the U.S. Constitution), ratified 6/30/71; Public Service Employment Act (PL 92-54), providing $2.25 billion for 150,000 federally backed jobs in the public sector for fiscal 1972 and 1973; School Lunch (PL 92-153), signed 11/5/71, directs USDA to provide free or reduced price lunch to all needy children; Copyright Amendment (PL 92-140), signed 11/15/71, creates limited copyright in sound recordings.

current

What's going on in TV, radio, press, and national magazines

Television

(All times are Eastern)

You Are There—Saturdays, CBS-TV, 12:30 p.m. *March 25:* "Trial of Susan B. Anthony." *April 8:* "Galileo and His Universe." *April 15:* "The Vision of Dr. Koch." *April 22:* "The Treason of Benedict Arnold." *April 29:* "The Record Ride for the Pony Express." Recommended for viewing by NEA.

Pain! Where Does It Hurt Most? — Tuesday, March 28, NBC-TV, 8:30 p.m.

Appointment with Destiny—"The Crucifixion" — Friday, March 31, CBS-TV, 8 p.m. Historical recreation of the last days of Christ. Recommended for viewing by NEA.

Captain Kangaroo—Monday, April 3, CBS-TV, 8 a.m. Beginning today and running daily for the next 10 weeks, a special series of films on health and nutrition.

Circus Town — Tuesday, April 4, NBC-TV, 8:30 p.m. Award-winning special filmed in Peru, Indiana, where retired circus performers work with the town's youth to put on a big-top show every year. Recommended for viewing by NEA.

From Yellowstone to Tomorrow—Tuesday, April 11, NBC-TV, 8:30 p.m. An examination of our national parks and the problems they are facing. Narrator is George C. Scott. Recommended for viewing by NEA.

In Search of the Lost World—Monday, April 17, ABC-TV, 8 p.m. This GE Monogram special examines the ruins, monuments, and artifacts built by the Mayas of Mexico and Central America, the Incas of Peru, and various tribes of North America. Recommended for viewing by NEA.

It Takes a Lot of Love—Wednesday, April 19, CBS-TV, 8 p.m.

Who Do You Think You Are—"Church Architecture in the United States," Monday, April 24, ABC-TV, 8 p.m.

Surrender at Appomattox—Monday, April 24, CBS-TV, 8 p.m. True story of events at Appomattox, the meeting place of Grant and Lee.

Magazines

(March issues)

McCall's — "What Causes More Harm, Drugs or the Laws Against Them?" by Dorothy V. Whipple, M.D.

Natural History — "Warfare Old and New," by Marvin Harris.

Parents' Magazine — "Performance Contracting: A C.O.D. Approach to Learning," by Bernard Bard. "School Safety First," by Susan Holtzer.

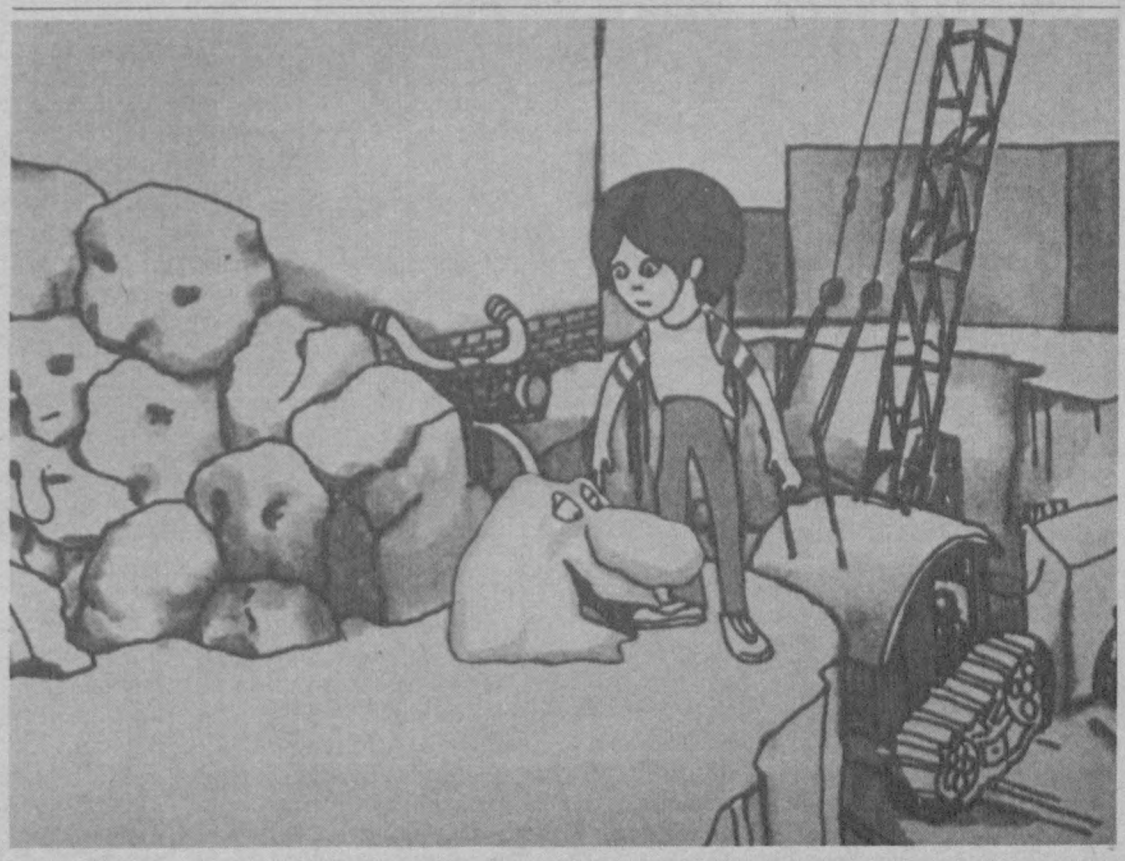
(April issues)

Reader's Digest—"Dr. Seuss: Fanciful Sage of Childhood," by James Steward-Gordon. "Ocean Oil Spills Must Be Stopped," by William D. Ellis.

Redbook — "The Day Care Veto," by Congressman Ogden Reid. "How To Tame the TV Monster," by T. Berry Brazelton, M.D.

Saturday Review *(April 1 issue)*—"Cuba: Children Are the Revolution," by Marvin Leiner. "What Happened When a High School Tried Self-Government," by Susan Jacoby. "Report Card on Southern School Desegregation," by John Egerton.

Professors in Virginia file court suit



TV show "Dig" recommended by NEA

Adam meets a talking rock, Rocco, and takes a journey through the earth to learn how it was formed on "Dig," a half-hour animated special to be broadcast Saturday, April 8, at 12 noon on CBS-TV. This broadcast is recommended for viewing by NEA.

Ralph Flynn and William K. Hale, history and mathematics professors, respectively, at Radford College in Virginia, filed federal court suits last month charging that their contracts for 1972-73 were nonrenewed because of their private and public support of a colleague, Edward Jervey.

Jervey, a tenured history professor, had been denied salary increases and summer employment, and had been assigned only freshman classes since 1968, following the printing of his letter to *Redbook* magazine praising an article on premarital sex. After six days of trial in Roanoke and three and a half hour's debate, a jury failed to agree on Jervey's case. The case will be retried. NEA Du-Shane Fund officials consider the Jervey case a major challenge to harassment of faculty by administrators.

Retaliation charged

Flynn and Hale are also charging that the college's nonrenewal actions were motivated by their attempts to organize a campus chapter of the National Society of Professors and were in retaliation for constitutionally protected activities.

Although the college claims Flynn was denied tenure because he lacked a doctorate, Flynn states that he was never informed that this was a requirement for continued employment.

Hale, who had been teaching two graduate-level courses and was earning the highest permissible salary for an assistant professor, received a negative evaluation of his classroom performance prior to notification of his terminal contract despite the fact that no college official had observed him in the classroom.

Litigation in all three cases is being financed by NEA's Du-Shane Emergency Fund.

Union group merges with NEA affiliate

The nation's third local merger of affiliates of NEA and the American Federation of Teachers occurred this month when Gilbraltar, Michigan, teachers voted 120 to 4 to unite their organizations. Association teachers approved merger without dissent, 42 to 0; union teachers voted 78 to 4 in favor of the action.

The Gibraltar merger marks the first time that a union local agreed to merge and to affiliate with NEA and its state organization when it was the barbaining agent and boasted a larger membership than the association—some 80 union teachers as opposed to 43 association members and 20 nonmembers.

Teachers in Gibraltar, a somewhat rural area south of Detroit, often found themselves on the same side of the fence during two strikes and other efforts to move the school board toward contract settlement.

UniServ services now enjoyed by surrounding school districts where the association is the bargaining representative reportedly were a major consideration as the federation leadership moved toward merger. Thus, a significant provision in the merger agreement calls for immediate UniServ services—a staff sharing program of the united teaching profession that was established for unified associations.

Michigan was also the scene of the first such local merger of NEA-AFT affiliates in October 1969 when teachers from Flint, Michigan, the second largest school system in the state, voted to merge. The following year, Los Angeles, California, teachers followed suit.

Associated Press yearbook tells 1971 history

The children above are viewing the dramatic and significant news events of last year through "The World in 1971: History As We Lived It," a yearbook based on reports and photographs by the Associated Press. The volume is being made available to teachers and other educators through the cooperation of NEA and AP. NEA President Donald E. Morrison, recently presented a copy of the book by AP education writer William Waugh, praised the volume as an important tool for teaching major recent news history. The San Diego social studies teacher said that reading the book should be a pleasant and stimulating experience for students. Copies, which are regularly $8.95 each, are being offered to NEA members for $4.95. To order "The World in 1971: History As We Lived It," mail the coupon below.

TO: "The World in 1971"
National Education Association
P.O.B. 66
Poughkeepsie, NY 12601

Enclosed is $.....; please send me .....copies of "The World in 1971" at $4.95 each.

Name .....

Street .....

City ..... State ..... Zip .....

Conferees hit low spending for textbooks

"Expenditures for instructional materials and related services have been, and are, disturbingly low," the joint NEA-American Association of Publishers said this month as it issued a set of guidelines for teachers, school administrators, students, and parents on selecting instructional materials for purchase.

Citing a recent cost-of-education study, the committee pointed out that "during 1970-71, school districts spent an average of $7.19 per pupil for textbooks." Statistics show, the committee noted, that the textbook outlay has dropped over the years from 1.3 to 1.1 percent of the annual school expenditure per pupil. Millions of students have, therefore, been compelled to use outdated and unacceptable materials, the report says.

The NEA-AAP committee, in its guidelines, recommends that "public districts allocate for instructional materials and related services at least 5 percent of annual per-pupil operating costs."

Superintendent blamed

Urban Upswing project dropped

NEA has withdrawn its funds, staff, and resources from an 18-month-old project in the Indianapolis school system, charging that the superintendent "has derailed . . . and sabotaged the project . . . through his arbitrary and undemocratic actions and attitudes."

Expressing concern and regret for having to abandon Urban Upswing, George W. Jones, director of the NEA Center for Human Relations, said: "We are not deserting the teachers, parents, or students in Indianapolis who dedicated themselves to the concept of community participation in the city's public schools. The teachers themselves, who devoted their time and efforts toward making their school system a model program, were finally defeated in those efforts by the constant harassment and negative rejection of experimental or innovative ideas by Superintendent Stanley Campbell."

Urban Upswing, a community involvement plan to draw parents, teachers, students, administrators, and school board members into a single unified concept designated to upgrade education, has been guided by Jones and CHR.

Members of the Indianapolis Education Association and NEA are writing a report which they will present to the Indianapolis school board. "In the meantime, NEA is still committed to the premise that total community participation can work," Jones said. "We are already in the process of looking for another city, another school system in which we can put these educational concepts to work. We hope to be able to announce the next Urban Upswing program within the next few weeks," he concluded.

Florida membership gain results from campaign planning

On March 7, NEA membership had reached 1,108,445. Twenty-one states exceeded their membership totals at this same time last year. Effective campaign planning has led to membership gains in many areas, according to NEA Membership Development officials. A typical example is Orange County, Florida. The Orange County Classroom Teachers Association professional relations committee met with NEA and Florida Education Association staff early last summer to set goals and complete campaign plans. Above, NEA's assistant director for membership development, Joe Fisher (pointing) meets with the committee for follow-up planning. Others at the meeting are (left to right) Sandra Quates, committee member; Alvane Forrest, OCCTA first vice-president; Elaine Grant, OCCTA president; Roosevelt Martin, committee chairman; and Charles Gantt, district director for the Orange County Classroom Teachers Association.

professional calendar

Apr. 8—Multi-Media Workshop on the Emerging Adolescent Learner, Assn. for Supervision and Curriculum Development/Educational Leadership Institute, Dallas.

Apr. 8-13—Natl. convention, National Assn. of Elementary School Principals, Miami Beach, Florida.

Apr. 9-12—Annual convention, Natl. Assn. of Student Personnel Administrators, Denver.

Apr. 14-16—Western conference of Journalism Education Assn., JEA and Natl. Scholastic Press Assn., Los Angeles.

Apr. 16-19 — 50th annual meeting, Natl. Council of Teachers of Mathematics, Chicago.

Apr. 16-21—Natl. convention, Assn. for Educational Communications and Technology. Minneapolis.

May 16-19—Annual convention, Assn. for Educational Data Systems, St. Paul.

June 5-9—Creative Education Workshop, American Assn. of Elementary - Kindergarten-Nursery Educators and West Texas State University, Canyon, Texas.

June 19-July 12 — Flying Seminar to England, American Assn. of Elementary-Kindergarten-Nursery Educators. Leave JFK New York for London, England.

June 21-24—Summer conference, Natl. Council of Urban Education Assns., Atlantic City.

June 24-30—Annual meeting, Natl. Education Assn., Atlantic City.

June 25-July 1—Annual conference, American Library Assn. —American Assn. of School Librarians, Chicago.

July 6-8—Summer conference, Speech Communication Assn., Chicago.

July 9-13—Natl. seminar, Natl. School Public Relations Assn., St. Louis.

names in the news

The NEA Executive Committee has appointed **Mary Ryan** and **John T. McGarigal** from Massachusetts to fill the vacancies on the NEA Board of Directors created by the resignations of **Helen O'Brien** and **Richard Durkin.** The new appointees will serve until successors are elected by the Massachusetts Teachers Association annual meeting of delegates in May 1972.

Comedian **Bill Cosby** and his former school teacher in North Philadelphia, **Mary Forchic Nagle,** received Golden Key awards during the convention last month of the American Association of School Administrators. The award, sponsored by six national education associations, is made annually to an outstanding American and a teacher of his choice.

During the AASA convention last month, **Forrest E. Conner,** AASA secretary emeritus, was presented the American Education Award for 1972. The award is given annually to a person who has made an outstanding contribution to education.

John R. Tout, Missouri, was recently chosen president-elect of the National Association of Elementary School Principals; **Ted Gary,** Washington, was chosen vice-president. Their terms of office begin on June 1, 1972.

Vanett Lawler, executive secretary emeritus of the Music Educators National Conference, died in February in Washington, D.C. Miss Lawler first joined the MENC staff in 1930 and was executive secretary from 1955 to 1968.

Bennetta Bullock Washington, director of the Women's Job Corps and past principal in the District of Columbia schools, received the Award for Distinguished Service at the annual meeting in February of the National Council of Administrative Women in Education. This is the second consecutive year the award has been presented by NCAWE to a woman who has given outstanding service to education and/or women in education.

John Hafemann has resigned as executive secretary of the New Hampshire Education Association.

Elizabeth Bouey-Yates, program coordinator for the NEA Committee on International Relations, has assumed additional responsibilities as special assistant for Internal Human Relations. This is a new position at NEA Center.

NEA First American-Hispanic Task Force holds first session

The newly established First American-Hispanic Task Force held its first business meeting February 11-13 at NEA Center. The group is charged with helping NEA implement its action program for First American and Hispanic education. Pictured above, left to right, are Roma Garza, Syracuse, New York; Joe Maytorena, UTLA, Chicano Caucus, Los Angeles; Bambi Cardenas, student, San Antonio, Texas; Tony Vasquez, Chicago; and NEA President Donald Morrison, who met with the task force.

Unsatisfactory conditions reported

Below is a current listing of names of school districts or systems where a state education association has notified members of the profession and the public that unsatisfactory educational conditions exist.

Association	District or System
• California Teachers Association	Alvord Unified
• California Teachers Association	Jefferson Elementary (Daly City)
• California Teachers Association	Lawndale Elementary
• California Teachers Association	Los Altos Elementary
• California Teachers Association	Los Banos Unified
• California Teachers Association	Madera Unified
• California Teachers Association	Ukiah Unified
• Idaho Education Association	Idaho Legislature
• Illinois Education Association	Decatur Dist. No. 61
• Iowa State Education Association	English Valleys Community Schools
• Iowa State Education Association	Ida Grove Community Schools
• Minnesota Education Association	Appleton Public Schools
• North Dakota Education Assn.	Grand Forks Public Schools
• North Dakota Education Assn.	Turtle Lake Public Schools
• Ohio Education Association	Findlay School Dist.,
• Ohio Education Association	Logan City School Dist.
• Ohio Education Association	Springfield Local, Mahoning Co.
• South Carolina Education Assn.	S. Carolina Public Schools
• Washington Education Association	Mossyrock Public Schools
• Washington Education Association	Renton Public Schools
• Washington Education Association	Shoreline Public Schools

The Delaware State Education Association on February 24 lifted the sanctions alert on the state of Delaware.

Hawaii teachers negotiate statewide contract

(Continued from page 1)
increase of 5.5 percent for 1972-73, to be funded by the 1973 legislature retroactively to September 1972, and for elimination of in-service credits requirements for longevity and annual increment increases. The contract is expected to create upwards of 500 new teaching positions, more than 100 education aides positions, and a large number of additional custodial positions for Hawaii.

The settlement was reached after months of hard negotiating by HSTA. The Hawaii bargaining law sets up clear procedures regarding employees' right to strike. There are also specific waiting periods involved. In January, the law began to pay off.

A series of strike vote meetings for all Hawaii teachers were called by HSTA for the night of January 31. The final vote was 4,550 in favor of 2,311 opposed. HSTA had a mandate, and the state was on notice to get down to real negotiations or face a statewide teachers' strike on February 17.

A week before the strike deadline, Hawaii Governor John A. Burns personally stepped into the bargaining. He met with HSTA's executive secretary, Al Hamai, for several hours. The governor then named a personal representative to try to work things out.

Bargaining continued with the formal talks with the full employers' bargaining team stalemated, but with indications of movement from the governor and his representative.

Finally, on the day before the strike, bargaining lasted all day long. At 5 p.m., HSTA's president, Yuriko Tasaka, and other members of the HSTA negotiating team entered eleventh hour talks with the governor and other state officials.

At 1 a.m., it was apparent that agreement could possibly be reached to head off the strike. But HSTA negotiators and officers were firm—no signed settlement; no suspension of the strike. At 5 a.m., the agreement was just moments away.

More than 70 percent of the state's teachers were on their way to their picket locations when the announcement came: "A settlement has been reached. The strike is suspended pending a ratification vote by the teachers."

The overwhelming ratification of the contract by the teachers was greeted in the news media as a clear sign of teachers' concern for both the improvement of the schools and the well-being of the state.

HSTA President Yuriko Tasaka addresses Hawaii teachers at the strike vote meeting January 31.

NEA-PTA committee sets priorities for action

The Joint Committee of NEA and the National Congress of Parents and Teachers recently adopted priorities which it recommends that NEA and NCPT members at all levels work to implement. The priorities are:

- Create public understanding of the public schools in order to gain more support for education
- Improve instruction by placing a qualified and certificated educator in every professional position and by utilizing up-to-date materials, books, media, and methods
- Involve educators, students, and parents in planning and organizing schools by involving teachers and students in curriculum development and by utilizing all community resources.

Black coach, demoted, wins reinstatement

Harvest Mitchell, a black coach in basketball, football, and track demoted to assistant coach after his school was closed in a desegregation order, has been ordered reinstated as a head coach in the desegregated Florence City, Alabama, school system by the U.S. Court of Appeals for the Fifth Circuit.

In a motion for further relief financed by NEA's DuShane Emergency Fund, Mitchell alleged that although there were subsequent vacancies for basketball and football coach, white applicants from outside the school system were hired.

This case is part of the major Alabama desegregation suit, *Lee v. Macon.* NEA has filed similar motions to ensure the protection of teacher rights in the implementation of the *Lee* decision.

The appeal court, reversing a lower court ruling, said: "If a school official, administrator, teacher, principal, or coach is demoted or dismissed as a result of a desegregation order and if his objective qualifications for his former position did not diminish . . . then he must be given the opportunity to assume any new position equal to the one he lost, prior to the offering of the new position to any new applicants." The court also said that if necessary one of the present head coaches would have to be demoted or fired to make room for Mitchell.

James T. Butler, director of the NEA DuShane Emergency Fund, called the ruling "a significant achievement in NEA's continuing action on behalf of displaced and demoted black educators."

NEA Travel offers cruise to see eclipse

The NEA Educational Travel Division announced this month that plans have been completed for a unique one-week "Eclipse 72" science-travel cruise (July 8-15) to observe, photograph, and study the July 10 total eclipse of the sun.

The luxurious Greek Line cruise ship *Olympia* will serve as a scientific hotel and observatory. Departing from New York, the ship will sail into the path of eclipse totality in North Atlantic waters 900 miles east.

Courses and lectures will be conducted on board by scientists, astrophotographers, ornithologists, as well as directors and instructors of major planetariums and observatories. In addition, the luxury living and service combined with the Greek festive spirit will make the seven-day cruise an ideal vacation as well as a scientific venture. The ship will stop at the Gaspé Peninsula in Quebec and in Sydney, Nova Scotia.

Edward Nevins, of the NEA Education Travel Division, is working with Eclipse 72, Inc., the official sponsor of the cruise, to bring this travel opportunity to the attention of NEA members. For complete information, write to him at the NEA Educational Travel Division, NEA Center.

Instant auto lease service offered members

Borg-Warner Leasing this month is making available to NEA members a new concept in auto leasing—instant vehicle availability.

R. J. Malloy, national NEA manager for the program, announced that the instant lease program permits an NEA member to select a vehicle directly from an approved Borg-Warner Leasing dealer's stock. In this manner, there is no need to wait four or five weeks for an auto to be delivered from the factory. Normal delivery time will be cut to about four days.

When he orders an auto or purchases out of dealer stock, the member will realize tremendous savings because of Borg-Warner's fleet purchasing power, Malloy said. He added that the instant lease program is being implemented to expend the services of Borg-Warner Leasing to the Association and its members.

To take advantage of this program, complete the coupon at right and mail it to one of the eight Borg-Warner Leasing offices nearest you. The offices are listed below.

Auto leasing offices that serve NEA members

West Coast area:
1507 N. Tustin Avenue
Santa Ana, CA 92711
(714) 558-0363

Southeastern area:
5444 Bay Center Drive
Tampa, FL 33622
(813) 879-0743

Mid-Central area:
4001 W. Devon
Chicago, IL 60646
(312) 282-6200

North-Central area:
17350 W. Ten Mile Road
Southfield, MI 48075
(313) 557-5802

Central area:
8340 Watson Road
St. Louis, MO 63119
(314) 849-1131

Mid-Atlantic area:
725 Providence Road
Charlotte, NC 28201
(704) 372-9573

Southwestern area:
220 Treadway Plaza
Dallas, TX 75235
(214) 350-5696

Northeastern area:
1651 Old Meadow Road
McLean, VA 22101
(703) 893-1431

NEA-Borg-Warner Instant Lease Program

☐ Please order my car now.
A $150 security deposit is attached.

☐ Please locate a car in stock.
A $150 security deposit is attached.

☐ Please forward insurance application.

☐ Please send me information on the car I have selected.

NAME .....

ADDRESS .....

Car desired

Make ..... Model .....

Body Type .....

Preferred Color:

Exterior..... Interior.....

Options:

Engine: (six)..... (eight).....

Automatic Transmission..... Power Steering.....

Power Brakes..... Radio: AM..... FM..... Stereo.....

Air Conditioning..... Tinted Glass.....

WW Tires..... Wheel Covers.....

Vinyl Interior..... Vinyl Roof.....

Floor Carpeting..... Floor Mats.....

Additional Options:

.....

24 months..... 36 months .....

mail to nearest NEA-Borg-Warner office

NEA families receive over $850,000 in two years of In-Hospital Income Plan

NEA Special Services Division announced this month that NEA members and their dependents had received more than $850,000 in benefits from the Association's In-Hospital Income Plan. The plan is designed by NEA to meet an important and timely need, and its experience to date shows the foresight in the offering of this program. Arnold W. Wolpert, director of the division that sponsors the plan, said that members should know about the basic principles connected with it.

1. The reason NEA sponsors an in-hospital income plan:

- It is a valuable supplemental health insurance that pays benefits **in addition to** any other insurance or any other source of income when hospitalized.
- It was designed to help pay for those other expenses at home for nursing help, child care, or housekeeping (these hidden costs can sometimes exceed direct ones).

2. The In-Hospital Income Plan belongs to those who participate in it:

- It is experience-rated so that all profits above 2 percent are put back into the program to increase benefits and/or lower costs.

This health insurance program is different, quite different from the ones you read about in newspaper Sunday supplements, Wolpert said. NEA's program provides real and direct benefits.

Announced just under two years ago, the profit-limiting agreement and experience-rating feature have already resulted in an aggregate rate reduction of 14 percent with a significant improvement in benefits. It now covers pre-existing conditions after 24 months participation in the plan—whether or not medical care has been received or recommended during that time or as soon as a participant experiences 12 months without care being prescribed or experienced—whichever comes first. In the meantime, all other causes of hospitalization not due to pre-existing conditions are covered immediately.

Reviewing a plan that protects thousands of members

NEA President Donald E. Morrison (left), NEA President-Elect Catharine O'C. Barrett, and NEA Special Services Director Arnold W. Wolpert discuss the favorable experience of NEA's In-Hospital Income Plan. Both the president and president-elect participate in the plan, in which nearly 10,000 members are enrolled. To date, over $850,000 has been paid in benefits to members and/or dependents covered by this insurance.

In-Hospital Benefits and Semi-Annual Rate Schedule

DAILY BENEFIT	Member's Age: Under 30	30-39	40-49	50-59	Renewal Rates for 60 & Over †
$20					
Member Only	$ 14.20	$ 16.80	$ 22.70	$ 37.50	$ 49.50
Member & Spouse	27.90	33.10	44.90	74.50	98.50
Member, Spouse, Children	35.90	41.10	50.90	79.50	102.50
Member & Children	22.20	24.80	28.70	42.50	53.50
($10 benefit for each child)					
$40					
Member Only	$ 27.90	$ 33.10	$ 44.90	$ 74.50	$ 98.50
Member & Spouse	55.30	65.70	89.30	148.50	196.50
Member, Spouse, Children	71.30	81.70	101.30	158.50	204.50
Member & Children	43.90	49.10	56.90	84.50	106.50
($20 benefit for each child)					
$60					
Member Only	$ 41.60	$ 49.40	$ 67.10	$111.50	$147.50
Member & Spouse	82.70	98.30	133.70	222.50	294.50
Member, Spouse, Children	106.70	122.30	151.70	237.50	306.50
Member & Children	65.60	73.40	85.10	126.50	159.50
($30 benefit for each child)					

Benefits reduced by 50% at age 65

Costs are based on member's age and increase when member reaches the next age bracket.
†On the first premium due date following your 65th birthday, benefits for all those insured under your policy will be reduced 50%.

NEA plan provides tax-free $$ benefits

NEA's In-Hospital Income Plan pays $20, $40, or $60 per day of hospital confinement as a bed patient.

The benefits are tax free and are paid directly to the insured.

A claim need only be signed by the insured member and the attending physician.

- **Both** sickness and injury are covered when hospitalized
- Benefits are **doubled** for cancer if hospitalization occurs before age 65
- Benefits **doubled** for intensive care for up to seven days
- Additional benefits are provided for nursing home confinement—the plan pays 50 percent of the benefit for each day of confinement (up to 30) to a nursing facility immediately following hospitalization
- No limit on frequency or size of claims
- Few exclusions — the only exclusions are hospitalization caused by pregnancy, act of war, intentionally self-inflicted injury; or while in a hospital operated by the federal government or its agency for which no charge is made. All other confinements, in a regular hospital, no matter how caused, are covered. (A hospital is defined as one staffed by physicians with 24-hour nursing care and major surgical facilities, and is not a nursing home, nor mainly for mental or nervous disorders, drug addicts, or alcoholics.)
- Renewable for life—can be renewed as long as the insured: pays the premiums; maintains membership in NEA and affiliated state and local associations, if eligible; does not enter the armed forces for more than 30 days active service; and the master contract between NEA and the underwriting companies remains in force
- Automatic Acceptance into the plan—applications will be accepted from all NEA applicants under age 60 regardless of past medical history
- Spouse and children are eligible — a member's spouse may be insured for the same benefit. Dependent children may be insured for one-half the amount. (Dependent children must be unmarried and over 14 days but under 23 years of age and dependent upon the member for support and maintenance. This includes legally adopted children, stepchildren, and foster children.)

SEND NO MONEY: You will receive a bill pro-rated from the date of acceptance of your application to the next regular billing due date (April 1 or October 1). Thereafter, you will be billed semiannually.

APPLICATION FOR NEA IN-HOSPITAL INCOME PLAN

I hereby apply for NEA In-Hospital Income Plan based on the following statements: (Please print or type)

BENEFIT DESIRED (check one) ☐ $20 ☐ $40 ☐ $60 | TO COVER (check one) ☐ Member Only ☐ Member & Spouse ☐ Member, Spouse & Child(ren) ☐ Member & Child(ren) Only

1. Name .....
2. Address ..... (Street / City / State / Zip Code)
3. Social Security Number ..... 4. Sex (M or F) .....
5. Date of Birth ..... 6. NEA Membership ☐ Yes ☐ No ☐ Life Member
   Complete No. 7 if Spouse is to be Insured
7. Spouse's First Name ..... Date of Birth .....
8. State Association Membership ☐ Yes ..... (Name of State Association) ☐ Not Eligible for Membership
9. Local Association Membership ☐ Yes ..... (Name of Local Association) ☐ Not Eligible for Membership

I understand that this program covers pre-existing health conditions (any conditions for which I have received medical treatment or advice 12 months prior to the date my coverage goes into effect) when 12 consecutive months have passed during which time I have received no medical treatment or advice for these pre-existing conditions or 24 months after the effective date of my insurance, whichever occurs first. All other conditions except the stipulated exclusions will be covered on the day this application is accepted.

Date ..... Signature of Applicant X .....

AS-5020 4-1-70 Ptd. In U.S.A.

Underwritten by Life Insurance Company of North America, Phila., Pa. and Horace Mann Life, Springfield, Ill.

Send No Money. Your premium to the next scheduled premium due date (April 1 and October 1) will be calculated and you will receive a bill for that amount in your insurance kit. Thereafter the specified premium shown in this folder will be billed each 6-month period.

Mail to: NEA In-Hospital Income Plan
P.O. Box 7768
Philadelphia, PA 19101

NEA court brief backs desegregation decision

NEA has filed a "friend of the court" brief in support of a federal district court decision ordering consolidation of the Richmond, Virginia, school district with the adjoining county districts of Henrico and Chesterfield. The brief was filed in the U.S. Court of Appeals for the Fourth Circuit in Richmond.

"The NEA is supporting desegregation in substance as well as in theory," said President Donald E. Morrison, "including remedies that are necessary to make school desegregation effective."

The Richmond decision is the first federal district court decision ordering desegregation in a metropolitan area across school district lines. On January 11, U.S. District Court Judge Robert H. Merhige, Jr., ordered the creation of a single district and school board to merge the three Richmond area public school districts into a single, desegregated system. The suburban Henrico and Chesterfield County school systems were 90 percent white and the City of Richmond schools were

(See DESEGREGATION, p. 2)

nea reporter

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Con Con delegates revise proposals

The first draft of the proposed NEA constitution and bylaws—written last summer in Fort Collins, Colorado—went through numerous revisions during the session of the Constitutional Convention held last month in Minneapolis.

NEA is using the constitutional convention process for rewriting the basic laws under which it currently operates.

The revised document leaving Minneapolis now heads for NEA's Representative Assembly, June 27-30 in Atlantic City, New Jersey, where it will be open for further amendment and adoption. If a version of the document wins approval in Atlantic City, a ballot will be mailed to all NEA members for a ratification vote in November. Members then can accept or reject the new constitution and bylaws. The present timetable calls for the document, if ratified, to go into effect in September 1973.

Control of NEA by classroom teachers will be further strengthened if the proposed document passes. A membership compromise worked out in Colorado last summer was incorporated into the Minneapolis draft. It allows each of NEA's more than 9,000 local and state affiliates the option of excluding administrators from their ranks.

"The compromise fits the country," said Wade Underwood, a Con Con delegate from Akron, Ohio. "Some locals in regions where negotiations are a way of life will probably choose to be exclusively classroom teachers. Others, where negotiations are

(See CON CON, page 5)

Con Con summary

The present draft of the proposed NEA constitution and bylaws would:

- **Allow local and state NEA affiliates the option of including or excluding administrators as members**
- **Deny membership to educators who negotiate for school boards**
- **Replace the present NEA Executive Committee and Board of Directors with a single, 30-member board that would include 22 classroom teachers, three administrators, two classroom teachers in higher education, NEA's president, vice-present, and secretary-treasurer.**
- **Soften the requirement of 100 percent NEA membership for what are now national affiliates and associated organizations of NEA, reducing it to 75 percent**
- **Set the term of office for NEA president, vice-president, and secretary-treasurer at two years, allowing re-election twice**
- **Require the NEA Board of Directors, the Judicial Board, and all committees to have at least 20 percent ethnic minority representation**
- **Guarantee that, if an ethnic minority president is not elected during the first 11 years under the new constitution, one then would be elected.**

Willard McGuire
Acting chairman, Constitutional Convention

NEA gala to honor Congress

A gala Salute to Education reception and classroom art exhibit in honor of the U.S. Congress, sponsored by NEA and its affiliates, is scheduled for June 21 in Washington, D.C.

The President of the United States and the First Lady, the Vice President and his wife, the United States Supreme Court Justices, members of the Cabinet, governors, and the diplomatic corps have been invited to join education leaders from all parts of the nation at the reception.

Host and hostess for the event will be NEA President Donald E. Morrison and President-Elect Catharine Barrett. In a joint announcement, Morrison and Mrs. Barrett said, "NEA is taking the lead in organizing the Salute to Education, but we want it to be a united salute from the entire education community. We expect to have at least one classroom teacher

(See NEA GALA, page 2)

New York association and union ask members to approve merger

Officials of the New York State Teachers Association and of the state's teacher union have agreed to ask their members to approve a merger of the two organizations.

The merger would be the first statewide combination of an NEA affiliate and an affiliate of the American Federation of Teachers (AFL-CIO). It would bring together about 105,000 NYSTA members and some 90,000 members of the United Teachers of New York, the union's recently formed statewide organization.

The merger agreement was signed April 1 by NYSTA and UTNY officials, including NYSTA President Thomas Hobart and UTNY President Al Shanker (who is also president of the New York City-based United Federation of Teachers).

NYSTA first called for merger talks last June, but the effort was labeled "premature" by the union. Later, after formation of UTNY, Shanker reversed his stand, and four months of serious merger talks—several times under a news blackout—began in late November.

The merger agreement requires approval of both groups' governing bodies and memberships within 90 days. An interim coalition will act until the new organization, as yet unnamed, comes into existence on or before September 1 this year.

Hobart said he anticipates ratification without difficulty. "We wouldn't have signed this unless we thought our members were in favor of it," he said.

The merged organization, Hobart declared, will "produce for teachers the most powerful group in representing them, while preserving the local autonomy of the 780 teacher associations that we're going to represent." UTNY President Shanker

(See NEW YORK, page 2)

NEA labels Nixon bill 'cruel deception'

NEA President Donald E. Morrison has told Congress that President Nixon's proposed Equal Educational Opportunities Act of 1972 is a "cruel deception" because it merely redirects funding already requested in an "inadequate" budget for fiscal 1973.

Morrison testified recently before the House Education and Labor Committee and the Senate Education Subcommittee.

A basic defect in this bill, Morrison said, is that it essentially duplicates but does not improve existing legislation directed to the provision of equal educational opportunity. Title I of ESEA authorizes far more than the President's proposal, but appropriations fall far short of the authorization. In fiscal 1972 authorizations based on the formula of need built into the act would provide more than $6 billion, but funding was set only at $1.4 billion. The National Education Association believes, Morrison continued, that massive federal aid, rather than tinkering with existing legal authority, offers the best hope for good schooling for every child. The federal government should finance one-third of the cost of public education.

The desegregation provisions of this bill, Morrison said, appear to violate the Constitution. Those who framed the 14th Amendment did not intend that these rights be sacrificed to popular passions. Yet this is precisely what is being proposed. . . . Each black child

(See NIXON BILL, page 2)

Desegregation decision backed . . .

(Continued from page 1)
70 percent black.

Morrison said that "NEA's main purpose in participating as a friend of the court is to support the principle that boundaries of school districts within metropolitan areas should not be permitted to thwart the constitutional obligation to afford equal educational opportunity."

At the same time, Morrison announced that NEA would support plaintiffs in a Denver, Colorado, school desegregation case pending in the U.S. Supreme Court.

The NEA brief in the Richmond case argues that the district court properly found that the city and its adjoining counties are a single metropolitan community, and that adherence of school district lines to the county and city boundaries results in racially identifiable school districts. This was stated in light of the racial makeup of the community and the perceptions of its residents, with the result that inferior education is afforded to black children.

The district lines are constitutionally suspect and repugnant to the equal protection clause of the Fourteenth Amendment, the brief asserts, and cannot be justified by any compelling governmental interest.

The brief notes that the great majority of school districts have lines that do not correspond directly with the lines of any other local governmental unit.

Educational advantages

The brief urges that the district court acted within its traditionally broad equitable discretion in requiring merger of the districts as a remedy for the constitutional violation, noting that merger has several educational advantages. But, pointing out that the district court provided for modification of the plan upon motion of the parties, the brief takes no position on the details of the specific plan ordered by the district court.

NEA's support came as a result of a request by the Richmond Education Association, an NEA affiliate. The Richmond School Board had sought the joining of the suburban counties as defendants.

The determination of NEA to support the Richmond decision was made by the unanimous approval of the NEA Executive Committee.

In filing the brief, President Morrison stated that NEA's involvement is consistent with a resolution adopted by the association's 7,000-member Representative Assembly on school desegregation.

Morrison emphasized that NEA has cooperated and will continue to work with state and local affiliates to insure that school desegregation plans do not unfairly affect teachers.

The friend of the court brief is being financed by NEA's DuShane Emergency Fund.

NEA gala will honor Congress . . .

(Continued from page 1)
from each Congressman's home district greet him at the door and show him around the special classroom art exhibit, which will include artwork by students from his district."

Each United States Senator and Representative will receive a Salute to Education album of special tributes to American education by outstanding Americans. Names of sponsors, hosts, and hostesses will be prominently displayed in the album.

The art exhibit will represent classroom art from American (and some foreign) schools. Following guidelines from the National Art Education Association, the art will be exhibited in groups by states and Congressional districts. The exhibit will feature works of students, kindergarten through 12th grade. Each local association is asked to submit one representative piece of artwork for the exhibit.

A Salute To Education

In addition to Morrison and Mrs. Barrett, state and local association presidents will be hosts and hostesses at the reception, which will be held from 5:30 to 8 p.m. at the Sheraton Park Hotel in Washington. Each association has been asked to buy at least four tickets—two tickets for representatives of the association serving as hosts and two tickets for distribution to their Congressman and his staff.

"If you cannot come," Mrs. Barrett said, "we hope you will purchase the tickets for your Congressman's use." She also suggested that delegates to the 1972 NEA Convention in Atlantic City plan to stop over in Washington and attend the reception.

Tickets for the NEA gala may be obtained at $25 each from: Salute to Education, 1201 16th St., N.W., Washington, DC 20036.

Nixon bill called deception . . .

(Continued from page 1)
confined unconstitutionally to a segregated school is denied his constitutional right.

If Congress has the power to say that this right cannot be vindicated—and this is precisely what this legislation would do—then it appears to us that the constitutional right can be rendered meaningless. Similarly the right is certainly diminished by any moratorium which would postpone its implementation and by any legislation which would limit the duration of the right or the remedy. The effect of the legislation would be to nullify the constitutional rights of thousands upon thousands of black children and dilute, limit, or delay vindication of the constitutional rights of others . . ., the NEA president said.

The school bus is simply one tool, and at times the only available means, to desegregate the schools. It is, however, no novelty in the field of education. Indeed, although pupil transportation has been gradually increasing in recent years, there is no statistical proof that desegregation has substantially increased pupil busing, either nationally or regionally. . . . It is fair to say that busing is now virtually universal, and that it would not be possible for most school systems to function without it, Morrison said.

Earth Week materials list available free from NEA

By Earth Week, April 17-23, a free, revised edition of "A Compilation of Materials for Environmental Education" will be available from NEA's Environmental Education Project. Sections on directories/bibliographies, audiovisual aids, sources of information, and enrichment materials will acquaint classroom teachers and program directors with a variety of classroom and out-of-doors resources.

"Previous editions have been well received," project spokesmen said, "and we look forward to an even wider distribution with the revision."

Requests will be filled with single copies only. However, the compilation may be reproduced in quantity as needed. Write to Environmental Education Project at NEA Center.

New York association and union plan merger . . .

(Continued from page 1)
called the merger agreement "one of the great turning points, not just in the history of teacher organizations, but in the history of public education in America."

The coalition, with combined boards of directors and Hobart and Shanker as co-presidents, would continue after merger is completed until elections can be held next spring.

The April 1 agreement calls for the new organization to be unified and maintain all NYSTA and UTNY affiliations. Beginning next year, full dues for all members would be paid to NEA, AFT, and the national, state, and local AFL-CIO units through the state organization.

City University of New York bargaining agents set merger

A few days before officials of the New York State Teachers Association and the state's teachers union announced agreement on a merger, the two faculty bargaining agents at the City University of New York, the nation's third largest university, announced their agreement to merge.

The Legislative Conference, an affiliate of NEA and NYSTA, currently bargains for 9,000 full-time faculty members; the AFT-affiliated United Federation of College Teachers represents 7,000 lecturers and part-time faculty members.

Terms of the merger agreement include provisions for dual affiliation, a varying dues structure, equal representation in leadership positions, and the retention of each organization's staff.

The merger was announced March 29 by Belle Zeller, chairman of the Legislative Conference, and Israel Kugler, president of the United Federation of College Teachers, in a joint statement urging members of both organizations "to close ranks."

Welcoming "the power that will accrue to us by association both with organized labor and a united teaching profession," the two leaders said: "For too long we have been rivals, needlessly dissipating our human and fiscal resources. Now we will concentrate on making the City University an institution of quality education and enlarged opportunity under conditions in which we as professional staff members can do an effective job."

The initial merger agreement, reached by the two organizations March 28 and accepted by a 40-3 vote of the LC Governing Board, is subject to ratification by secret mail ballot of the two organizations' members.

Educators plan joint action in Connecticut

The Hartford (Connecticut) Federation of Teachers, the Hartford Education Association, and the Educational Administrators Association of Hartford have announced the formation of the Hartford Education Confederation of Certified Personnel. The Confederation will explore educational areas of common interest, not only to educators, but also to the community. It ". . . will formulate, through joint action, policies that will help influence learning experiences of children."

Although each organization will maintain its independence, the joint policies will become the official public position of each of the organizations.

In Maryland, officers of the Teachers Association of Baltimore County and the Baltimore Teachers Union are holding a series of meetings to discuss common concerns.

names in the news

Elizabeth Duncan Koontz, director of the Women's Bureau, Department of Labor, has been assigned additional duties as deputy assistant secretary of labor, and special counselor to the Secretary of Labor for women's programs. Mrs. Koontz, former president of both NEA and the Association of Classroom Teachers, was sworn into her new offices early this month.

Everett Keith, executive secretary of the Missouri State Teachers Association for 31 years, will retire in July.

Harley Wooden, former executive secretary of the Council for Exceptional Children and former director of Project LIFE, died in Ann Arbor, Michigan, March 19.

Francis J. White, Jr., executive secretary of the New York State Teachers Association, has resigned, effective this month.

Myrtle Spande, assistant executive secretary and consultant for the Dance and General Divisions of the American Association for Health, Physical Education, and Recreation, died December 10.

At its annual meeting in January, the Foreign Policy Association elected NEA Executive Secretary **Sam M. Lambert** to a second three-year term on its board of directors.

Congressmen work to register young voters

Dan Newbold, right, chairman of the national executive committee of the Future Teachers of America, confers with Congressman and Mrs. Robert Leggett (D-Calif.), sponsors of a nationwide drive to register high school students as voters in 1972.

Eleven Congressmen, led by Rep. Robert L. Leggett (D-Calif.), have launched a major effort to encourage high school students of voting age to register for the 1972 elections. The Congressmen enlisted the support of their colleagues on Capitol Hill and the leadership of NEA and other educational, civic, and student associations in the registration drive.

The Congressmen have been asked to write to school superintendents and high school principals in their respective districts, seeking their cooperation in setting up registration programs. National organizations are sending their local affiliates materials and suggestions to implement the project.

Some of the proposed methods for conducting the registration drive include: stationing a registrar in the high school at specified times; deputizing school personnel to act as registrars; transporting students to the local registration headquarters; and informing all students about the location of registration sites and office hours.

The high school registration drive was spurred by the success of a statewide project cosponsored by the California Teachers Association and NEA.

NEA lauds new law on job discrimination

President Nixon has signed into law a bill permitting the Equal Employment Opportunities Commission to bring suits in federal court against a school employer it believes is discriminating on the basis of race, sex, or religion. NEA President Donald E. Morrison applauded the passage of the bill "because of the continuing problem of job discrimination."

"We are particularly gratified," Morrison said, "by the provision allowing the EEOC to bring suit against both public and private employers who practice such discrimination. Educators have been the victims of unjust hiring, promotion, and payoff practices, and the new law will afford a considerable degree of protection to them in the future."

Congress has also passed a constitutional amendment giving women equal rights under the law. The measure, which will be the 27th Amendment when ratified by 38 states, would outlaw discriminatory admissions, hiring, and promotion practices in any local school system or institution of higher education.

The Higher Education Amendments (S 659, HR 7248) are still in conference committee. The bill extends and expands assistance to students and institutions, creates a National Institute of Education, increases federal support for career education, and provide $1.5 billion over two years to aid nationwide school desegregation.

Morrison reaffirms NEA's support for federal collective bargaining bill

NEA President Donald E. Morrison reaffirmed the Association's support of federal collective bargaining legislation for public employees recently in testimony before the Special Subcommittee on Labor, House Education and Labor Committee.

The NEA president reviewed some history in regard to the regulation of public sector negotiation, which to date has been left essentially to the states. He pointed out that the problems surrounding public employee negotiation have been caused by a total lack of consistency throughout the country. In order to facilitate rather than frustrate the process of collective bargaining, Morrison said, federal law must create a federal mechanism to regulate the collective bargaining process and prosecute unfair practices by and through an impartial regulatory board.

Morrison said that this federal law must also embody the following provisions to ensure the effectiveness of any system of negotiation:

- Structure of the negotiating unit
- Selection of an employee representative
- Scope of negotiation
- Resolution of negotiation impasse.

Morrison recommended that structurally the negotiation unit should include both supervisory and nonsupervisory employees encompassing the keynote element—community of interest among the employees affected by the negotiation. He said the statute should contain a broad definition of scope, adding: "A public employer should be obligated to negotiate in regard to the terms and conditions of employment and other matters of mutual concern relating thereto."

The NEA president added that the federal government should exercise this power, and disagreed with the assumption that the federal government should maintain a hands-off policy so that some rational process of decision-making could develop at the state and locals levels. In addition, Morrison asserted that the proposed federal law would not destroy "uniqueness of the structure and operation of local school systems," stressing that "our objective is not uniformity of substance, but uniformity of process."

"The problem, as we see it," Morrison said, "is to achieve an appropriate balance—to develop a system that provides for the equitable resolution of employer-employee disputes; that minimizes the need for strikes; and that protects the public interest if and when strikes do occur. . . . The NEA does not seek Congressional action on behalf of teachers alone. Pursuant to the recent directive of our Representative Assembly, it is our intention to join with the other members of the Coalition and to propose a single statute which will establish an equitable working relationship between all public employers and their employees."

nea reporter

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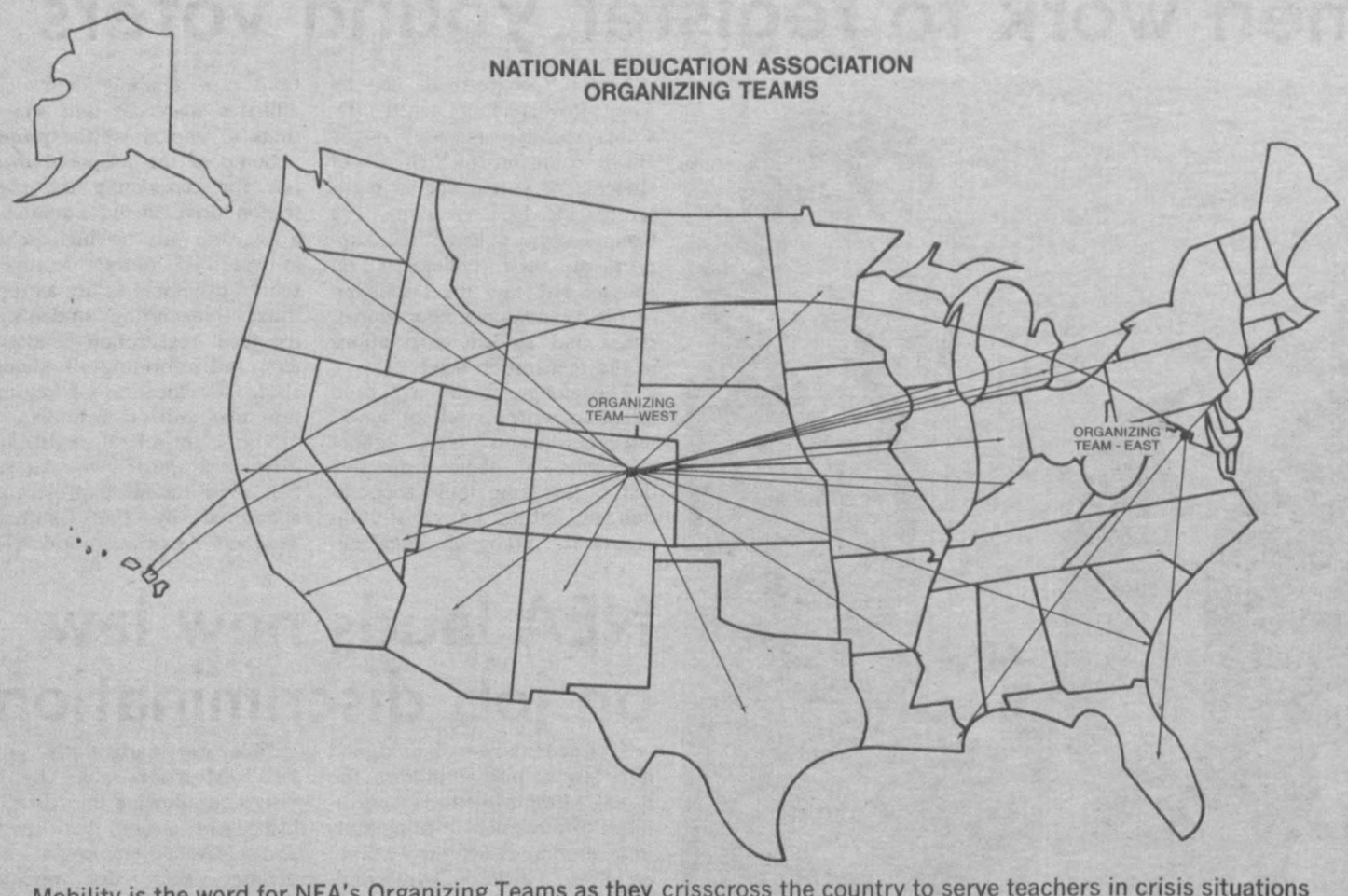
Unsatisfactory conditions reported

Below is a current listing of names of school districts or systems where a state education association has notified members of the profession and the public that unsatisfactory educational conditions exist.

Association	District or System
• California Teachers Association	Alvord Unified
• California Teachers Association	Jefferson Elementary (Daly City)
• California Teachers Association	Lawndale Elementary
• California Teachers Association	Los Altos Elementary
• California Teachers Association	Los Banos Unified
• California Teachers Association	Madera Unified
• California Teachers Association	Ukiah Unified
• Connecticut Education Association	Stamford Public Schools
• Idaho Education Association	Idaho Legislature
• Illinois Education Association	Decatur Dist. No. 61
• Iowa State Education Association	English Valleys Community Schools
• Iowa State Education Association	Ida Grove Community Schools
• Minnesota Education Association	Appleton Public Schools
• North Dakota Education Assn.	Grand Forks Public Schools
• North Dakota Education Assn.	Turtle Lake Public Schools
• Ohio Education Association	Logan City School Dist.
• Ohio Education Association	Springfield Local, Mahoning Co.
• South Carolina Education Assn.	S. Carolina Public Schools
• Washington Education Association	Mossyrock Public Schools
• Washington Education Association	Renton Public Schools
• Washington Education Association	Shoreline Public Schools

The Ohio Education Association on March 17 lifted sanctions from the Findlay City School District, Hancock County.



Mobility is the word for NEA's Organizing Teams as they crisscross the country to serve teachers in crisis situations

Have expertise, will travel

Eleventh in a series

NEA regionals—where the action is

NEA's Organizing Teams can always be found wherever the action is, which means, of course, that they can rarely be found at home. Though team members' days are filled with action-oriented work, the nights, far away from families, are another matter. One team member put it this way: "Walking into an empty hotel room after an exhausting day is a bit lonely; and so is waking up in the morning and trying for a few minutes to remember where you are."

NEA's original Organizing Team, often called the Flying Squad, was established in 1968. Designed to meet the need for special assistance in burgeoning crisis situations across the country, the team has exceeded all expectations. The above map illustrates the element of mobility, but not the fact that Organizing Team members literally live with crisis situations until they are resolved.

This year, NEA formed a second Organizing Team. Thus, the old team is now Organizing Team—West, headquartered in NEA's Western States Regional Office, and the new one is Organizing Team—East, headquartered in NEA's Mid-Atlantic Regional Office.

Organizing Team—West

Charles Bolden, coordinator of Organizing Team—West, joined the Flying Squad shortly after it was formed. As a rule, Bolden prefers to take the full team with him into a crisis situation; however, far-flung, concurrent operations may preclude this. At times, various team members have been engaged in simultaneous operations thousands of miles apart. This was the case last spring, for example, when Bolden responded to an emergency call, moved alone into Savannah, Georgia, and helped swing enough votes to win a tight election contest. Then, as Bolden moved on, he was replaced by the team's negotiation specialist, who helped secure the contract Savannah teachers wanted.

Arnold Erickson, field representative and negotiation specialist, generally consolidates victories won over initial crises. Such mop-up operations often involve overcoming impasse situations and this may necessitate organizing and helping to lead teacher strikes. This was true last year in Erie, Pennsylvania, for example, where Erickson was ultimately forced to spend about three months before winning the precedent-setting contract that Erie teachers now have. The crisis in Erie, incidentally, prevented his joining the rest of the team during the many months they spent in Hawaii helping to win last year's representation election.

William Cullinane, field representative, has been with the team since 1970 and Thomas Harper, PR&TV coordinator, joined the team a couple of months ago. Cullinane's special responsibility is organizing. The crisis in Daly City, California, which kept Cullinane from joining Bolden in Savannah, involved him in organizing a highly effective community action program. It led to the recall of school board members and to resolution of an intolerable situation for teachers.

Organizing Team—West's major operations during the recent past have involved it in such strike situations as those in Daly City and Los Angeles as well as at Seattle's Community College; in such representation election contests as those in Buffalo, Hawaii, and elsewhere; in work on the political front, as in Albuquerque, for example; in organizing projects from St. Louis to Las Vegas and suburban districts around Chicago and Detroit: and, between crises, in training sessions, such as the recent one in Seattle, designed to strengthen all aspects of local association work. At present Organizing Team—West is in Minnesota, where elections and other developments are anticipated.

Among many accomplishments which are a source of pride, is the fact that NEA's team has never lost any election in which it was involved.

Organizing Team—East

Organizing Team—East is unique in one respect: unlike its all-male counterpart, it has a female majority. Though established just this year, the team has already completed several assignments and is now engaged in a major effort which may consume the rest of the year.

Raymond Edwards, chairman and coordinator of Organizing Team—East, was formerly negotiation specialist in NEA's Midwest Regional Office. Gwenn Scott, the team's national representative, was formerly director of NEA's Project BUILD in Louisiana; and Susan Lowell, who recently left classroom teaching in Pennsylvania, fills the PR&TV coordinator spot.

Following completion of an assignment on the East Coast, Organizing Team—East worked in Hawaii during most of January and February. It helped prepare for the statewide teacher strike that had been set, by vote of Hawaii teachers, for late February unless the months-old negotiation impasse could be resolved in time to prevent the walkout.

While the negotiation stalemate continued, Edwards was in charge of preparing for overall strike operations on Hawaii's six islands; Scott worked with state association staffers to set up regional strike offices and crisis workshops for local leaders; and Lowell cooperated with state PR staffers in providing information to the profession as well as the public at large. Then, practically within minutes of the strike deadline, a satisfactory settlement was reached and the Hawaii strike was averted.

At present, Organizing Team—East is at work in New Orleans, the first stop in an assignment that will cover most of the Southern states.

The team has undertaken the huge organizing task of strengthening local associations throughout the South. As they see it, the two top priority objectives in this all-encompassing operation are: preparing local leaders to serve as highly effective teacher advocates and building the broad-based strength needed to win the representation elections anticipated in the near future.

Arnold Erickson

Charles Bolden

Thomas Harper

William Cullinane

Staff of the NEA Organizing Team—West

Staff of the Organizing Team—East: (left to right) Raymond Edwards, Gwenn Scott, and Susan Lowell.

Con Con delegates revise proposals . . .

(Continued from page 1)

not prevalent, will probably keep their teachers and administrators within the same group," he added.

The proposed document defines a classroom teacher as anyone who devotes a major part of his time to classroom teaching or who performs allied work which places him on a local salary schedule for teachers. Some 150,000 of NEA's members are estimated to be in the administrator category.

The new document would enhance association roles in bargaining. Educators who negotiate for school boards would not be given membership. And one of the bylaws' goals would bind NEA to "protect and support active members as employees in disputes with employers."

Copies of the proposed constitution and bylaws from the Minneapolis session will be mailed in advance to each delegate to the NEA Representative Assembly.

Classroom teachers, who make up some 92 percent of NEA's membership, would be guaranteed representation in NEA governing bodies and committees under the new document.

Classroom teachers would be given more than two-thirds representation on a new 30-member Board of Directors. The board, based on present NEA membership, would include 22 classroom teachers, three administrators, two classroom teachers in higher education, plus the NEA president, vice-president, and secretary-treasurer.

NEA Executive Secretary Sam M. Lambert expresses his views to Con Con delegates in Minneaoplis. Lambert criticized early proposals by the Constitutional Convention and called for a less cumbersome NEA structure. He urged delegates to simplify the levels of governance and to "go back to your original charge: to simplify . . . to streamline . . . to make it more efficient." Later in the session, delegates voted to reduce the number of NEA governance bodies.

Board members would be elected at the annual Representative Assembly. Three elementary and secondary classroom teachers would be elected from each of five regions, the remainder elected at large.

The new board would replace the present 100-member Board of Directors as well as the present 10-member Executive Committee.

Delegates to the Representative Assembly would come chiefly from local associations, giving urban teachers a greater voice in policy-making. Locals would be given one delegate for each 150 members. State associations would be allotted one delegate for each 1,500 members, but no state would receive fewer than five delegates.

Local and state associations with all-inclusive membership would elect their delegations with proportionate representation of classroom teacher members and administrator members.

The new document continues the present NEA policy requiring committees to contain at least 75 percent classroom teachers.

State and local associations would be the only NEA affiliates with governing power under the new document. The proposed bylaws recognize the local affiliate as the basic unit of governance.

The Colorado document required all of the membership of NEA's 28 national affiliates and associated organizations to also belong to NEA—if they wanted to remain a part of NEA. Delegates at Minneapolis softened this 100 percent membership requirement, lowering it to 75 percent. This action would allow any of the 17 national affiliates and 11 associated organizations to remain within NEA's family of nongovernance affiliates as long as three out of four of their members have NEA membership.

Delegates proposed a significant change in the length of time the president, vice-president, and secretary-treasurer could stay in office. They not only would be afforded a two-year term, but each could run for re-election twice. The NEA president and vice-president are currently limited to one year in office. There is no current provision for re-election.

If the proposed constitution and bylaws goes into effect, the Representative Assembly would (as presently) exercise the final authority in all NEA matters. It would derive its power from the membership. The Representative Assembly would establish NEA's policies and objectives.

The Board of Directors would make policy decisions between the annual meetings of the Representative Assembly. The board would be accountable to the Assembly.

Delegates attending the Minneapolis session were encouraged by NEA President Donald E. Morrison to undertake major structural revisions. Morrison told the opening session, "One of the major problems of the current board is that they are not accountable to the present Representative Assembly of NEA. They are accountable to their states. I have seen members who are on their state board of directors and also the NEA board. They have great confusion about whom they represent. In too many cases I feel that the corporate interest of the state has been put above the corporate interest of NEA."

The new document spells out that the president would be the chief executive officer of the Association. He would be the spokesman for NEA on matters of policy.

The executive director (now the executive secretary) would be NEA's chief administrator. He would be responsible to the Board of Directors.

The Minneapolis draft would require the Board of Directors, Judicial Board, and committees to have at least 20 percent ethnic-minority representation. Delegations from local and state associations to the Representative Assembly would be required to reflect the ethnic-minority populations of the areas they represent.

The Colorado draft called for the election of an ethnic-minority president at least every third election, but this proposal was amended in Minneapolis. The draft now says that if an ethnic-minority president is not elected during the first 11 years after the constitution goes into effect, one must then be elected.

The proposed document defines ethnic minority as follows: Black, Mexican American (Chicano) and other Spanish-speaking groups, Oriental, and Indian.

"The document leaving Minneapolis appears to be in line with the reactions the membership aired toward the Fort Collins draft," said Willard McGuire, Con Con's acting chairman.

Con Con's 485 delegates received over 250,000 responses to the first draft of the proposed document. The Minneapolis session spent two days in hearings to consider how the members viewed the work of Con Con. Then three days were spent in general sessions rewriting the documents.

The 485 delegates to Con Con were selected and elected by state associations and by groups within the present NEA.

Iowa students raise funds for flood victims

Students from Callanan Junior High School in Des Moines, Iowa, are raising funds to aid families affected by flash floods in Logan County, West Virginia. Led by their teacher, NEA Director James Harris, and assisted by the Red Cross and others, the Iowa human relations class converted their school grounds into a mock disaster area one weekend last month. In the photo above, Harris (standing at right) and Iowa State Education Association Executive Secretary Kenneth P. Wells (second from right) watch student volunteers prepare to carry off a "victim." "We hope concerned citizens in Iowa who visited the Callanan campus gained an understanding of the problems facing many families in Logan County," Harris said. With funds authorized by the NEA Executive Committee, Harris took 19 members of his class to the flood-stricken West Virginia area early this month. In the photo below, Harris and a group of Iowa students view debris removal along the Buffalo Creek. The human relations class is continuing its drive for funds and is seeking donations of at least $1 (Callanan West Virginia Disaster Fund, Des Moines, Iowa 50311).

For Atlantic City vote

Resolutions ready for members' action

NEA's 96-member Resolutions Committee met recently to review action on the Association's 1971 resolutions and to discuss the proposed 1972 resolutions. It was the first time the full committee—with members from every state and from overseas—has met in the spring to receive information before preparation of the preliminary report.

Committee Chairman Gladys Perry reported that "it was extremely helpful to the committee members to receive firsthand information from President Morrison, from chairmen of committees and commissions, and from staff members on what has been accomplished under present resolutions and on recommendations for 1972."

Delegates are urged to bring this issue of the NEA REPORTER **to the Atlantic City Convention. The preliminary report of NEA resolutions will not be reproduced widely in any other form.**

The proposed 1972 resolutions (which appear on this and the next few pages) are subject to change and addition of topics at the 1972 Convention in Atlantic City. Mrs. Perry noted that, in addition to the proposals in the preliminary report, the committee is considering new resolutions on teacher centers, international understanding, unemployment compensation, student displacement, and abuse of standardized tests.

Resolutions to be changed, edited, or deleted are starred, and the proposed resolution is followed by last year's version. A brief italicized description follows each recommended change.

The 96-member NEA Resolutions Committee—shown here in session recently at NEA Center — represents members in every state and overseas. Proposed NEA resolutions for 1972 appear on this and following pages.

THE RESOLUTIONS OF THE NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES

Preamble

The Charter of the National Education Association states that the purpose and objects of the said corporation shall be "to elevate the character and advance the interests of the profession of teaching and to promote the cause of education in the United States."

The purpose and objects of the Association are, therefore, regularly set forth in a statement of resolutions committing the Association to action, upon adoption by the Representative Assembly. The Resolutions Committee defines resolution as an expression of the belief or position of the Association or the direction in which it is moving. A resolution calls for interpretation or action by various agencies including the Association.

Resolutions of a more permanent nature are "Continuing Resolutions." The titles of these resolutions will be preceded by the letter "C" and the appropriate number. Resolutions which require immediate action are "Current Resolutions." Their titles will be preceded by the appropriate year and number.

In addition to policy set by resolution, the Assembly may adopt items of new business. Standing Rule 6 (j) states: "New business consists of those motions that reflect the will of the Assembly on matters which relate to the operation of the Assembly or programs of action for the Association. Such motions are specific in nature and terminal in application."

CONTINUING RESOLUTIONS

A. Education in America

C-1. Educational Opportunity for All

The National Education Association believes that education should be provided from early childhood through adulthood, be suited to the needs of the individual, be nonsegregated, be offered beyond the traditional school day and school year, be offered at public expense, and be required through the secondary school. The individual also must be free to choose, to supplement, or to substitute education in privately supported nonpublic schools.

C-2. Public Education

The National Education Association believes that solutions to the problems facing public education must preserve and strengthen the priceless heritage of free public educational opportunities for every American.

Free public schools are the cornerstone of our social, economic, and political structure and are of utmost significance in development of our moral, ethical, spiritual, and cultural values. Consequently, the survival of democracy requires that every state maintain a system of free public education and safeguard the education of all.

The public school system is not expendable. Any movement that would diminish this vital asset will be opposed by the Association.

C-3. Schools in Crisis

The National Education Association believes that many schools are in crisis, evidenced by decay, neglect, and continuing deterioration. These schools must be provided with higher than average per pupil financial allocations to increase staff, buildings, and instructional material. Massive financial support is required to provide quality education. Organizational patterns must be developed which effectively involve parents, teachers, and students.

The Association urges its affiliates to initiate programs which strengthen and enhance the education provided by these schools. It believes its affiliates are uniquely able to design programs to inform and assist teachers in such schools. Continuous communication and involvement with community groups are keys to the success of such programs.

The Association directs its officers and staff to design action programs and seek necessary legislation and financial support to improve schools in crisis.

C-4. Desegregation in the Public Schools

The National Education Association believes it is imperative that desegregation of the nation's schools be effected. Policies and guidelines for school desegregation in all parts of the nation must be strengthened and must comply with Brown *v.* Board of Education; Alexander *v.* Holmes County Board of Education, Mississippi; other judicial decisions; and with civil rights legislation.

The Association recognizes that acceptable desegregation plans will include a variety of devices such as geographic realignment, pairing of schools, grade pairing, and satellite schools. These arrangements may require that some students be bussed in order to implement desegregation plans which comply with established guidelines adhering to the letter and spirit of the law. The Association urges that all laws of this nation apply equally to all persons without regard to race or geographic location.

The Association will continue to oppose vigorously desegregation plans and practices that result in the systematic displacement or demotion of black principals and teachers. It urges federal agencies charged with approving and enforcing plans to do the same.

The Association believes that educators must have a voice in the decision-making process that involves transfer of educators to achieve racial balance.

B. Professional Competence

C-5. A Competent Educator in Every Professional Position

The National Education Association believes that each educator must have the knowledge and skills necessary to perform his duties based upon a broad general education with depth of preparation in special areas and a commitment to continued learning.

The Association will work to assure that each professional position is filled by a qualified and certificated educator. It will resist any attempts to diminish the quality of learning through the elimination of teaching positions, through the arbitrary increase in size of classes, or through the employment of noncertificated personnel in teaching roles.

C-6. Evaluation and Subjective Ratings

The National Education Association believes that it is a major responsibility of educators to participate in the evaluation of the quality of their services. To enable educators to meet this responsibility more effectively, the Association calls for continued research and experimentation to develop means of objective evaluation of the performance of all educators, including identification of (a) factors that determine professional competence; (b) factors that determine the effectiveness of competent professionals; (c) methods of evaluating effective professional service; and (d) methods of recognizing effective professional service through self-realization, personal status, and salary.

The Association insists that each educator have access to all items in his personnel file, except privileged communications related to his initial employment, and shall have the right to attach a written response to any item. A procedure shall be established to remove inappropriate or unfounded material from personnel files. A copy of any evaluation report placed in the educator's file must be given to the educator.

The Association further believes that use of subjective methods of evaluating professional performance for the purpose of setting salaries has a deleterious effect on the educational process.

The Association believes that the use of examinations such as the National Teacher Examination is an undesirable method for evaluating educators in service for purposes such as salary, tenure, retention, or promotion. Such examinations should not be used as a condition of employment of an educator when the candidate is a graduate of an institution accredited by the National Council for Accreditation of Teacher Education.

C-7. National Council for Accreditation of Teacher Education

The National Education Association believes in the importance of national accreditation in teacher education and supports the National Council for Accreditation of Teacher Education as the single national agency to perform this function.

The National Council should

Proposed NEA resolutions for 1972

remain broadly representative of the teaching profession, and the various branches of the profession should be included on the Council and on its committees and visiting teams.

***C-8. Paraprofessional and Auxiliary Personnel**

The National Education Association urges local school systems to provide classroom teachers with a supportive staff to free the teacher from nonteaching duties. The Association also urges its affiliates and local school systems to become involved in the recruitment, orientation, and training of paraprofessional and auxiliary personnel.

The Association calls upon its local affiliates to resist efforts by school boards to use the employment of paraprofessional and auxiliary personnel as an excuse to increase class size.

Edited in paragraph 1 to clarify intent.

C-8. Paraprofessional and Auxiliary Personnel

The National Education Association urges local school systems to provide classroom teachers with a supportive staff who will free the teacher from certain nonteaching and routine duties so that he can perform more successfully the primary task of teaching each child. The Association also urges its affiliates and local school systems to become involved in the recruitment, orientation, and training of paraprofessional and auxiliary personnel.

The Association calls upon its local affiliates to resist efforts by school boards to use the employment of paraprofessional and auxiliary personnel as an excuse to increase class size.

C. Educational Programs Adapted to Individual and Social Needs

C-9. Physical Environment for Learning

The National Education Association believes that the physical environment for learning must keep pace with the growth in the number of students and the changes in methods of teaching and of presenting instructional materials. Schools must be safe, healthful, and attractive. Instructional space must be flexible. Instructional materials and equipment must be provided in sufficient variety to serve all students.

C-10. Improvement of Instruction

The National Education Association believes that a prime responsibility of professional associations is to stimulate significant improvements in the quality of instruction. Much of the responsibility to make educational changes should lie with the teachers through their influence and involvement in democratic decision making in and out of the school.

The Association supports the principle of involving its National Affiliates, Associated Organizations, and Departments in efforts to improve instruction in our schools.

The Association urges local affiliates to involve members and those affected in the development and implementation of programs for instructional improvement, curriculum development, and individualization of instruction relevant to the needs of the students.

The Association recommends that professional educators enter into active collaboration with research and development specialists, both in regional educational laboratories and in industry, to promote technology's potential contribution to education by guiding the development of technology in the most educationally sound directions. It encourages school systems to establish learning materials centers.

The Association further recommends that the profession, in cooperation with other interested groups, establish standards for educational materials.

C-11. Selection of Materials

The National Education Association believes that decisions on which school learning experiences will develop a student's talents are best made by a teacher who knows the learner. Teaching quality depends on freedom to make such decisions. Teachers must select instructional materials without censorship. Challenges of the choice of instructional materials must be orderly and objective, under procedures mutually adopted by professional associations and school boards.

The Association urges its affiliates to seek the removal of laws and regulations which restrict the selection of a diversity of instructional materials or which limit educators in the selection of such materials.

***C-12. Cultural Diversity in Instructional Materials**

The National Education Association believes that basic educational materials should portray our cultural diversity and the contributions of minority groups.

The Association recognizes that additional instructional materials chosen for classrooms and libraries may rightfully contain a number of points of view to allow students to become familiar with the attitude and recomendations from various segments of the literary world.

Changed "biases" to "points of view" in paragraph 2.

***C-12 Cultural Diversity in Instructional Materials**

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C-13. Bilingual Education

The National Education Association urges and will support its members and affiliates in seeking repeal of state laws prohibiting the teaching of subjects (other than foreign languages) in any language but English. The Association further urges the enactment of legislation that will provide necessary funds to develop and provide teaching material appropriate for students to whom English must be taught as a second language.

***C-14. Health of Children**

The National Education Association recognizes that the total environment, including home, school, and community affects the mental, emotional, and physical health of children.

The Association believes that a wholesome environment is essential for the proper education and growth of children. It urges its affiliates to support programs which would—

a. Promote educational programs for parents to improve home atmosphere.

b. Provide special preventive services in the schools to detect impending difficulties early.

c. Improve educators' understanding of child growth and development to ensure the provision of a climate in the school conducive to good health.

d. Strengthen and improve the enforcement of child abuse laws.

e. Provide increased utilization of teachers, pupil personnel, and health service staffs, and students in team efforts to resolve the causes of mental, emotional, and physical problems of children.

f. Provide comprehensive school and community health facilities and federal health plans to meet the needs of children.

Revised to broaden scope.

C-14. Mental and Emotional Health of Children

The National Education Association recognizes that the total environment, including home, school, and community, affects the mental and emotional health of children.

The Association believes that a wholesome environment is essential for the proper growth of children. It urges its affiliates to support programs which would—

a. Strengthen and improve the enforcement of child abuse laws.

b. Promote educational programs for parents to improve the home atmosphere.

c. Improve teacher and administrator understanding of child growth and development to ensure the provision of an emotional climate in the school conducive to good mental health.

d. Provide special preventive services in the school to detect impending difficulties early.

e. Provide comprehensive community mental health facilities for the treatment of children and adults.

C-15. Pupil Personnel Services

The National Education Association urges that pupil personnel services, including counseling, social work, health, and psychological services, be increased, and established where they do not now exist, particularly in elementary schools.

C-16. Conversion to the Metric System

The National Education Association believes that a carefully planned effort to convert to the metric system is essential to the future of American industrial and technological development and to the evolution of effective world communication. It supports federal legislation that would facilitate such a conversion.

The Association declares that teachers of all grades should teach the metric system as the preferred system of weights and measures of the United States, and beginning in 1973-74, should teach the metric system with greater emphasis to assure, as a national goal, the orderly transition to the use of the metric system as a primary system by 1980.

***C-17. Moral and Ethical Values**

The National Education Association believes that an understanding of the American heritages and the traditional values of the American way of life is a primary goal of teaching and learning in the public schools.

The Association recommends that all educators emphasize, through their professional activities inside and outside the classroom, the application of our moral and ethical values.

The Association also urges that schools make every effort to develop in school-age citizens, through curriculum, programs, and activities, a capacity for moral judgment and a sense of responsibility in both the public and the private spheres.

Edited. Added "s" to "heritage" in paragraph 1.

C-17. Moral and Ethical Values

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The Association recommends that all educators emphasize, through their professional activities inside and outside the classroom, the application of our moral and ethical values.

The Association also urges that schools make every effort to develop in school-age citizens, through curriculum, programs, and activities, a capacity for moral judgment and a sense of responsibility in both the public and the private spheres.

C-18. Human Relations Day

The National Education Association believes that the attention of the people of the nation should be focused on the importance of human relations during special activities at least one day each year. It recommends that state associations urge their governors to proclaim January 15 as "Human Relations Day," in memory of Dr. Martin Luther King, Jr. The Association calls upon the President of the United States to proclaim January 15 a national holiday. The Association encourages its affiliates and all school systems to plan observances on this date that will promote goodwill among men.

D. Financial Support

***C-19. Basic Financial Support**

The National Education Association believes that to achieve the Association's commitment to education in America, and to assure fair tax practices for all citizens, public education must be supported from public tax sources in accordance with the following principles:

a. The federal share of financing public education must be at least one-third the total cost.

b. The state and local share of finance must be derived from a tax system which is balanced and complementary in nature, includes all broad-based taxes, reduces the burden on property taxes, and protects subsistence income.

c. Restrictive limits must not be imposed on school budgets, and long-term borrowing.

d. The amount of federal and state support must be generally predictable for long-range planning, and be specifically predictable for year-to-year planning.

e. Support programs must make adequate provision for research, and development, and for promoting improvements in educational practice.

f. Local governing boards must be fiscally independent.

g. A process of continuing tax revision must be established at all levels of government.

h. The process of tax administration must be subject to continuing review.

Revised to update in light of recent court decisions.

C-19. Basic Financial Support

The National Education Association believes that public education should be supported from public tax sources to ensure that each citizen have an educational program for the highest level he is capable of achieving.

The Association also believes the tax systems of the federal, state, and local governments should share equitably in supporting public schools. Special apportionments of federal and state funds should be provided to encourage experimentation and promote improvements in educational practice.

The total impact of the tax systems supporting public schools should be proportionate to the ability of the taxpayers to pay without undue hardship on any one group. No one tax should bear a disproportionate share of the cost. Outmoded and restrictive tax rate and indebtedness limitations must be removed. Local boards of education must be fiscally independent. The tax systems should be continually reviewed to ensure an equitable distribution among individual taxpayers, among public school systems, and among levels of government.

C-20. Federal Support of Public Education

The National Education Association seeks federal support of public education in line with the following principles:

a. That federal programs comply with current civil rights statutes and judicial decisions.

b. That there be substantial general federal support of the whole of public education.

c. That present federal programs of specific aids be continued, expanded, and improved by consolidation and simplification of administration, and modified so that all federal monies for elementary and secondary education, educational goods and services, either direct or indirect, shall be expended solely for the support of public schools. The federal government must be responsible for the added cost of educating youth whose presence in the local district is due to federally connected jobs or programs.

d. That further expansion of federal support to education be general in nature, and that these funds be allocated without federal control for expenditure and suballocation by state education agencies.

e. That the amount of aid be generally predictable for long-range planning and specifically predictable for year-to-year planning.

f. That legislation be consistent with the constitutional provision respecting an establishment of religion and with the tradition of separation of church and state, with no diversion of federal funds, goods, or services to nonpublic elementary and secondary schools.

g. That the legislation contain provision for judicial review as to its constitutionality.

h. That all federally supported educational programs, including those now assigned to other federal agencies (except those programs designed to train armed forces personnel), be administered by the U.S. Office of Education.

i. That where federal funds

(Continued on next page)

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(Continued from preceding page)
are presently provided to K-12 nonpublic schools, these funds be discontinued; however, until such funds are discontinued, these funds shall be controlled by public education agencies and be limited to tuition-free schools that meet all standards required of public schools. (This is not intended to apply to federal school lunch and milk programs.)

***C-21. Professional Salaries**

The National Education Association believes that the salary policy of any school system should be based on clearly defined factors which are applicable to salaries for all professional services including summer school, after-school activities, federally supported programs, and research and writing assignments.

The Association believes that salary scales for principals, other building supervisors, and central-office administrators should be related to the salary schedule for teachers by ratios which reflect differences in assigned responsibilities and length of contract year. Said ratios should be developed and applied in such manner as to grant equal salary differentials for equal amount of advanced preparation.

1. The Association believes that a professional salary schedule for K-12 teachers should—

a. Be based upon preparation, teaching experience, and professional growth.

b. Have structural continuity through the use of an index or percentage guide.

c. Be revised by methods that prevent deterioration in the ratios of maximum salaries, experience increments, and preparational differentials.

d. Provide scheduled minimum salaries which are competitive with beginning salaries paid to college graduates entering business and industry.

e. Provide a differential of 15 percent or more between the scheduled minimum salaries for the bachelor's degree and master's degree scales.

f. Have automatic annual increments for experience which are in no case less than 7 percent of the bachelor's degree minimum.

g. Provide for doubling the bachelor's degree minimum in the master degree class and for advancing at least to a ratio of 2.5 times the bachelor's degree minimum with advanced preparation beyond the master's degree class.

h. Establish salary credit for intermediate preparation levels between full-year classes to encourage academic advancement beyond the bachelor's degree.

i. Permit no discrimination as to grade or subject taught, residence, creed, race, sex, marital status, or number of dependents.

j. Place newly appointed teachers on step according to their teaching experience, allowing full credit for all previous service outside the district.

k. Be applied in actual practice in an equitable manner so that teachers are not penalized in changing assignments.

l. Be developed through the process of professional negotiation.

2. The Association believes that the salary policy of community and junior colleges, colleges and universities should be based on clearly defined objective criteria that are applicable to salaries for all professional services including summer sessions, inter-sessions, extra-curricular activities, federally supported programs, and research.

The Association believes that a professional salary for faculty should—

a. Be based upon preparation, experience, and length of service.

b. Have structural continuity through the use of an index or percentage guide.

c. Be revised by methods that prevent deterioration in the ratios of maximum salaries, experience increments, and preparational differentials.

d. Provide scheduled minimum salaries which are competitive with beginning salaries paid to college graduates entering business and industry, and adjusted annually through negotiated contracts which result in a doubling of the current annual minimum salary within ten years of faculty experience.

e. Assure that initial placement, advancement on the salary schedule, and promotions are based on objective criteria to eliminate the disparities which currently exist among faculty members of comparable preparation, experience, and length of service.

f. Be applied in an equitable manner permitting no discrimination as to level or subject taught, residence, creed, race, sex, or marital status.

g. Place newly appointed faculty on step according to their teaching experience, allowing full credit for all previous service outside the institution.

h. Be developed through the process of collective bargaining.

Revised to include higher education.

C-21. Professional Salaries

The National Education Association believes that the salary policy of any school system should be based on clearly defined factors which are applicable to salaries for all professional services including summer school, after-school activities, federally supported programs, and research and writing assignments. Teachers shall not be required to perform extra duties within the school day. No professional group should be overlooked in the establishment of such policies.

The Association believes that salary scales for principals, other building supervisors, and central-office administrators should be related to the salary schedule for teachers by ratios which reflect differences in assigned responsibilities and length of contract year. Said ratios should be developed and applied in such manner as to grant equal salary differentials for equal amount of advanced preparation.

The Association believes that a professional salary schedule for teachers should—

a. Be based upon preparation, teaching experience, and professional growth.

b. Have structural continuity through the use of an index or percentage guide.

c. Be revised by methods that prevent deterioration in the ratios of maximum salaries, experience increments, and preparational differentials.

d. Provide scheduled minimum salaries which are competitive with beginning salaries paid to college graduates entering business and industry.

e. Provide a differential of 15 percent or more between the scheduled minimum salaries for the bachelor's degree and master's degree scales.

f. Have automatic annual increments for experience which are in no case less than 7 percent of the bachelor's degree minimum.

g. Provide for doubling the bachelor's degree minimum in the master's degree class and for advancing at least to a ratio of 2.5 times the bachelor's degree minimum with advanced preparation beyond the master's degree class.

h. Establish salary credit for intermediate preparation levels between full-year classes to encourage academic advancement beyond the bachelor's degree.

i. Permit no discrimination as to grade or subject taught, residence, creed, race, sex, marital status, or number of dependents.

j. Place newly appointed teachers on step according to their teaching experience, allowing full credit for all previous service outside the district.

k. Be applied in actual practice in an equitable manner so that teachers are not penalized in changing assignments.

l. Be developed through the process of professional negotiation.

***C-22. Salaries in Higher Education**

The National Education Association urges substantial increases in salaries of faculties in institutions of higher education. Institutions of higher education must offer salaries sufficient to attract and retain faculty members of academic excellence.

Delete. Concept included in proposed C-21.

C-23. Tax Deductions for Professional Expenses

The National Education Association believes that educators must continuously develop professionally and that expenses incurred to do so are professional expenses and must be uniformly deductible from gross income in the computation of federal and state income taxes. Included in such deductible expenses are those incurred on sabbatical leave or for educational travel when they satisfy employers' requirements for the maintenance and improvement of teaching skills.

The Association calls upon the Internal Revenue Service to apply these regulations uniformly and equitably in all of its districts.

***C-24. Teacher Retirement**

The National Education Association believes that a retirement program for teachers includes—

a. Soundly financed retirement systems.

b. Contributions to state and local systems on a tax-deferred basis, and benefits of at least 50 percent of the average of the highest 3 years of salary after 20 years of service.

c. Full vesting in state and local systems after not more than 5 years of service.

d. Cost-of-living benefits in local, state and national systems.

e. A joint federal-state program to provide those who have taught in two or more states, or in the Overseas Dependents School System with benefits substantially the same as they would receive if they retired after a career in one state.

f. Benefit provisions in all systems which do not discriminate on the basis of sex or marital status.

g. Social security benefits, where approved by a majority of members in the system, wholly in addition to benefits previously provided.

h. Eligibility of teachers for Part A of Medicare.

i. Social security provisions to require notice to employees that a governmental employer plans to terminate coverage and a method to permit employers who have terminated to re-enter the system.

j. An Association sponsored supplemental retirement program which may be negotiated by local affiliates.

k. Preretirement counseling.

l. Retirement housing facilities for teachers.

Revised. Includes concepts in 71-8, 71-9, 71-10.

C-24. Teacher Retirement and Social Security

The National Education Association believes that properly planned and soundly financed retirement systems are essential. Benefits should be at least 50 percent of the average of the highest 3 years of salary after 20 years of service. Full vesting should be provided after not more than 5 years of creditable service. Contributions by educators to retirement systems should be on a tax-deferred basis.

If retirement systems are supplemented by participation in the federal Social Security program, such participation should be wholly in addition to, and not in place of, retirement benefits previously guaranteed by law; must be without impairment of the financial soundness of the existing system; and must be approved in advance by a majority of the active members of the existing system.

The Association will seek federal laws to effect cost-of-living increases in national retirement benefits and urges its affiliates to seek such benefits from state legislatures and state teacher retirement systems.

The Association supports the principle of eligibility of teachers for Part A of Medicare and seeks legislation to effect it.

The Association calls upon its affiliates to join with it to develop guidelines for programs of preretirement counseling for members.

E. Organizational and Administrative Services

C-25. United States Department of Education

The National Education Association urges the establishment of a cabinet-level U.S. Department of Education.

C-26. Decentralization in Large Cities

The National Education Association believes that the educational decision-making process must be as close as possible to the citizens and professional staffs directly served by, or involved in, local communities within the cities and recommends decentralization in large cities.

The Association endorses the concept of elected boards of education within large cities. The appropriate delineation of authority and power between a central city board of education and the community boards within the city is a critical factor in ensuring the success of decentralization. Such delineation will inevitably vary from city to city based upon local circumstances, custom, state law, immediate needs, and historical precedent. Precedent and custom, however, must not be allowed to stand in the way of establishing smaller and more viable units of school governance and administration which will make large city schools more responsive and accountable to the various groups they must serve.

The Association also believes that elected community boards of education must possess clearly defined authority in the areas of curriculum, educational materials, school program, and personnel, with negotiation rights and procedural due process guarantees for the educators of the city.

C-27. Time To Teach

The National Education Association believes that "time to teach" refers not only to those hours during which an educator is actually teaching but also applies to those conditions that contribute to the student-teacher relationship. These include a reasonable, carefully defined work load, including time for planning and elimination of the noninstructional tasks required of a teacher.

Class size must be adjusted to the particular learning process involved to allow individual attention to each pupil when that is the required mode of instruction. The ratio of the professional personnel serving students should be at least 60 professional staff members per 1,000 students, not including paraprofessionals.

F. Employment Practices and Standards

C-28. Written Personnel Policies

The National Education Association insists that personnel policies be written and be developed cooperatively by local associations and boards of education where they are, at present, not subject to the negotiation process.

***C-29. Nondiscriminatory Personnel Policies**

The National Education Association believes that personnel policies and practices must guarantee that no person will be employed, retained, paid, or dismissed because of his race, national origin, religious beliefs, political activities, or sex, except in cases where it is necessary to give preference to certain racial groups or women to overcome past discrimination.

Edited to clarify intent.

C-29. Nondiscriminatory Personnel Policies

The National Education Association believes that the criteria for evaluating educators for employment, retention, payment, or promotion are professional competence, successful experience, and ethical practice. Local affiliates must secure and enforce personnel policies and practices that guarantee that no person will be employed, retained, paid, or dismissed because of his race, national origin, religious beliefs, political activities, or sex, except in cases where past employment practices may have been discriminatory.

C-30. Housing for Educators

The National Education Association believes that all educators should be free to reside in the communities of their choice. Local affiliates should lead in breaking down barriers that limit this freedom.

***C-31. Equal Opportunity for Women**

The National Education Association insists that all persons, regardless of sex, be given equal

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opportunity for employment, promotion, compensation, and leadership in all activities.

The Association supports the proposed amendment to the U.S. Constitution:

"Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex."

The Association believes that the Equal Employment Opportunities Commission must have "cease and desist" authority to act in all cases of discrimination based on race, creed, color, national origin, and sex.

The Association urges the amendment of fair employment practices legislation to extend coverage to public employees and to persons in executive, administrative and professional employment.

The Association further urges governing boards and education associations to eliminate discriminatory practices against women in employment, promotion, compensation, and the appointment or election to leadership positions. Personnel policies must include maternity and professional leave provisions to encourage participation in teaching, administrative, and executive positions.

Revised to update.

C-31. Equality of Opportunity for Women

The National Education Association insists that all persons, regardless of sex, be given equal consideration for employment for which they are qualified.

The Association supports the proposed amendment to the U.S. Constitution:

"Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex."

The Association supports legislation to provide that the Equal Employment Opportunities Commission shall have "cease and desist" authority to act in all cases of discrimination based on race, creed, color, national origin, and sex.

The Association urges the amendment of fair employment practices legislation to extend coverage to public employees and to persons in executive, administrative, and professional employment.

The Association further urges school boards, higher education institutions, and education associations to eliminate present discriminatory practices against employment of women in executive, administrative, and professional positions.

***C-32. Professional Negotiation and Grievance Procedures**

The National Education Association believes that local associations and school boards must negotiate written master contracts. Such contracts shall result from negotiation in good faith between associations and school boards, through representatives of their choosing, to establish, maintain, protect, and improve terms and conditions for professional service and other matters of mutual concern, including a provision for agency shop.

The Association encourages local affiliates to see that teachers are guaranteed a realistic opportunity for decisive participation in the establishment of instructional policies. Procedures for the resolution of impasse must be included. Grievance procedures shall be provided in the master contract with definite steps to appeal the application or interpretation of school board policies and agreements. Binding arbitration shall be a part of the grievance procedure.

Those representing local affiliates in the negotiation process shall be granted released time without loss of pay.

Faculty and building level administrators, in order to preserve professional relationships within school staffs, should not be negotiators for school boards. The Association recommends establishment of personnel offices at the central administrative levels to represent school boards in negotiation.

The Association urges the extension of the rights of professional negotiation to the faculties of institutions of higher education.

The Association also recommends that state affiliates seek statutory penalties for school boards that do not bargain in good faith or do not comply with negotiated contracts.

The Association urges its members and affiliates to seek state legislation that clearly and firmly mandates the adoption of professional negotiation agreements.

The Association will cooperate with its affiliates to encourage new teachers to accept initial employment in those areas or districts where master contracts have been negotiated with the professional organization.

Members of the profession should be involved in the recruitment, appointment, orientation, evaluation, transfer, promotion, and dismissal of all professional personnel.

The rights and privileges of all teachers should always be respected regardless of what organization has sole negotiation rights.

Edited to change "financial responsibility" to "agency shop" in paragraph 1.

C-32. Professional Negotiation and Grievance Procedures

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The Association encourages local affiliates to see that teachers are guaranteed a realistic opportunity for decisive participation in the establishment of instructional policies. Procedures for the resolution of impasse must be included. Grievance procedures shall be provided in the master contract with definite steps to appeal the application or interpretation of school board policies and agreements. Binding arbitration shall be a part of the grievance procedure.

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Members of the profession should be involved in the recruitment, appointment, orientation, evaluation, transfer, promotion, and dismissal of all professional personnel.

The rights and privileges of all teachers should always be respected regardless of what organization has sole negotiation rights.

C-33. Fringe Benefits

The National Education Association believes that to attract and retain competent staff, school systems must provide fringe benefits comparable to those of other professions and occupations requiring similar preparation and responsibility. These programs should include the items recommended in the Association's guidelines for fringe benefits.

C-34. Educators and National Service

The National Education Association urges that the Selective Service System delay to the end of the school year the induction of any educator who is drafted during the year.

An educator whose career is interrupted because he is drafted, or called to active service by the National Guard or the reserves, or who volunteers to fulfill his military obligation, should be guaranteed reemployment and other benefits that would accrue if he continued in a position with the school system, such as continued tenure, salary increments, and service credit toward retirement.

G. Professional Autonomy and Freedom

C-35. Professional Autonomy

The National Education Association believes that the profession must govern itself. Members of the profession, through professional standards boards and professional practices commissions, must set and enforce standards of license, practice, ethics, and competence.

C-36. Continuing Employment and Fair Dismissal Practices

The National Education Association believes that laws in each state must provide for the continuing employment of educators.

The Association also believes that provisions in state laws and master contracts must afford educators, before demotion, dismissal, or nonrenewal of contract for good and just cause the following:

a. Timely and adequate notice of hearing, including a statement of charges

b. A fair hearing with opportunity to confront and cross-examine witnesses and to present argument and evidence in defense

c. Representation by legal counsel

d. A decision based upon the evidence adduced at the hearing, with a statement of the reasons for the decision and evidence relied upon by an impartial decision maker.

The Association urges its affiliates to seek the inclusion of these provisions in state laws and master contracts and will support its affiliates in such efforts.

C-37. Academic Freedom

The National Education Association believes that academic and professional freedom is essential to the teaching profession. Controversial issues should be a part of instructional programs when judgment of the professional staff deems the issues appropriate to the curriculum and to the maturity level of the student. Academic freedom is the right of the learner and his teacher to explore, present, and discuss divergent points of view in the quest for knowledge and truth.

Professional freedom includes the teacher's right to evaluate, to criticize, and to advocate his personal point of view concerning the policies and programs of the schools. The teacher also has the right to assist colleagues when their academic or professional freedom is violated.

H. Active Participation in Public Policy Making

C-38. Public Understanding

The National Education Association believes that professional associations must promote public understanding of education and encourage wide public and parental participation in solving education's problems.

The Association also believes that there must be an interested, informed, and nonpartisan board of education in each school district, which also has a responsibility to promote public understanding of the schools.

***C-39. Civil Rights**

The National Education Association is committed to the achievement of a racially integrated society and calls upon Americans to eliminate by statute and practice barriers of race, national origin, religion, sex, and economic status that prevent some citizens from exercising rights that are enjoyed by others. Civil order and obedience to the law must be ensured without abridgement of human and civil rights. Citizens must be assured a speedy and fair judicial process with free legal counsel for those in need. To be effective citizens, individuals must be trained and aided in developing strategies and expertise that will enable them to operate effectively in a democratic society.

Revised. Includes concepts in 71-7.

C-39. Civil Rights

The National Education Association believes in and is committed to achieving a racially integrated society and calls upon Americans to eliminate by statute and practice barriers of race,

(Continued on next page)

Members of the editing committee confer during last month's meeting of the NEA Resolutions Committee. From left, they are Thomas Santasteban, student member from Arizona; Oliver N. Freeman, Jr., North Carolina; Gladys Perry, Washington, *chairman;* Bernard J. Freitag, Pennsylvania; and Gil Acosta, California. Committee member Thomas Y. Hobart, Jr., of New York, was not present when the photo was taken.

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(Continued from preceding page)
national origin, religion, sex, and economic status that prevent some citizens from exercising rights that are enjoyed by others, including liberties defined in common law, the Constitution, and statutes of the United States. All individuals must have access to public education, to the voting booth, and to other services that are provided at public expense that will make them effective citizens. All individuals must be trained and aided in developing strategies and expertise that will enable them to operate effectively in determining their future.

***C-40. The Educator as a Citizen**

The National Education Association believes that every educator has the right and obligation to be an informed and politically active citizen. It supports voter education to alert new voters of voting laws and procedures, and key political issues. It urges local affiliates to seek written governing board policies to guarantee educators their political rights, including registering and voting, participating in party organizations, performing jury duty, discussing political issues publicly, campaigning for candidates, contributing to campaigns of candidates, lobbying, organizing political action groups, and running for and serving in public office. Provisions should be made to enable educators to serve in public office without personal loss and without curtailment of annual increments, tenure, retirement, or seniority rights.

Major decisions affecting schools and colleges are made by elected officials or their appointees. Therefore, the Association believes that it is the duty and responsibility of educators to involve themselves in the selection, election, and reelection of qualified, committed candidates who support the established goals that will provide quality education.

Revised. Includes concept in 71-33 and higher education.

C-40. The Educator as a Citizen

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Major decisions affecting schools are made by elected officials or their appointees. Therefore, the Association believes that it is the duty and responsibility of educators to involve themselves in the selection, election, and reelection of qualified, committed candidates who support the established goals that will provide quality education.

C-41. Mass Media

The National Education Association recognizes the total educative effect of the communications media whose obligation should be to provide full, constructive, and accurate presentations. It notes the progress that is being made to improve such programs and materials.

The Association recommends that educators, in cooperation with parents and others concerned, seek to influence the policies followed by the mass media and, at the same time, help children to become intelligently critical viewers, listeners, and readers.

I. Professional Associations

C-42 Strong Professional Associations

The National Education Association and its state and local affiliates must enroll all eligible educators to provide a coordinated program of services and to make the profession's influence felt in the community, state and nation. The Association believes that members should be compensated by their association while serving as elected officers. Members must observe and professional associations must enforce the Code of Ethics of the Education Profession. The Association strongly recommends that local affiliates negotiate with school boards for released time without loss of pay for educators who assume leadership responsibilities in their professional organizations or who attend professional meetings.

The Association supports and encourages the Student National Education Association and Future Teachers of America.

Associations at all levels must be sufficiently staffed and financed to assist members to implement the goals and policies that they set.

Associations at all levels shall establish and maintain nondiscriminatory personnel policies for their employees; adopt recruitment policies to ensure the employment of women and of representatives of cultural and ethnic groups at all levels of staff responsibility; provide staff participation in establishing written personnel policies; and extend the rights of professional negotiation to all staff members.

C-43 Defense of Educators

The National Education Association will support any educator or class of educators whose professional or political status or rights have been menaced or unfairly restricted. Where legal and other restrictions prevent educators from exercising these rights, the Association will support state and local affiliates' efforts to remove such restrictions.

The Representative Assembly calls upon the Executive Committee and the DuShane Advisory and Administrative Committees to continue their unlimited support to educators in retaining their positions when threatened with transfers, demotions, dismissals, and being passed over for promotions based on race.

The Association deplores and condemns any practice where as a result of desegregation of school systems black educators are dismissed, demoted, misassigned, or not rehired based on race.

The Representative Assembly mandates that any school official or school system practicing discrimination against any employee based on race shall be censured by the National Education Association. The Assembly calls upon the Department of Health, Education, and Welfare to enforce the guidelines governing this subject.

C-44. Representation on Bodies of the Association

The National Education Association shall be represented by a majority of classroom teachers on each of its appointive bodies that are intended to be generally representative of the interests of educators. In selecting persons to serve, the President or the Executive Committee shall, as terms expire, raise classroom teacher representation to at least 75 percent.

The Association shall also, as vacancies occur, include at least one member of a minority group on each of its appointive bodies.

C-45. Organizations of Other Nations

The National Education Association believes that a strong international community of educators is necessary to promote international understanding and to defend the interests of the teaching profession in all countries. The Association actively supports the World Confederation of Organizations of the Teaching Profession and will continue to cooperate with professional education organizations of other nations.

C-46. Membership Participation in Associations

The National Education Association believes that every educator has the right and obligation to participate fully in the professional association. At every level of the united profession constitutional guarantees should (a) provide each member the same opportunity to hold office or otherwise serve in elected or appointed capacities and (b) provide each member due process to resolve grievances resulting from association practices.

1. Minority Concerns

The Association and its affiliates shall provide constitutional guarantees for at least proportionate minority membership in every phase of governance. Candidates for positions so established must be nominated by the minority group(s) represented. Operational guarantees shall provide for at least proportionate minority representation in staff positions and program development.

The Association urges its affiliates to establish units to promote minority group involvement in the united profession.

2. Evaluation of Merged Associations

The Association recognizes the need to evaluate the extent to which adopted merger agreements are implemented. Such evaluations should be made using the evaluative criteria established by the Executive Committee including the following:

a. There is compliance with the terms of the merger agreement, in fact and in spirit.

b. There is a procedure available that assures members an effective means to resolve grievances.

c. There is a process that ensures that the unique contributions, history, and flavor of each former organization be retained and be visible in the new merged association.

It directs the Executive Committee to cause a systematic evaluation of state and local merger agreements and to report its findings to the Representative Assembly. Evaluations must be conducted at least every 2 years until 1980 or until the Executive Committee recommends that they be discontinued.

C-47. Professional Sanctions

The National Education Association believes that, when other means for preventing unethical or arbitrary policies or practices that have a deleterious effect on the welfare of the school have been exhausted, professional sanctions should be invoked. Guidelines that define, organize, and definitely specify procedural steps for invoking sanctions by the teaching profession have been devised. Similar procedural guidelines should continue to be developed for the lifting of sanctions. State and local affiliates and their members should familiarize themselves with these guidelines and with the circumstances in which they are applicable.

The Association calls upon its officers, commissions, committees, staff, and affiliated state associations to apply these guidelines where appropriate and, through the experience of use, continuously to improve them.

The Association urges all boards of education to make provision in their employment practices to accept, without prejudice, applications from individuals from school systems where sanctions or other means of protest are being, or have been, used and to give equal and unbiased consideration of such applicants, when fully qualified, for the position under consideration.

The Association urges all institutions of higher learning to refrain from assigning student teachers for their preteaching experience in any school system under state or national sanction.

C-48. Withdrawal of Services

The National Education Association recognizes that in some school systems the deplorable conditions in education have brought about crises.

The Association recommends several procedures to be used in resolutions of impasse. They are mediation, fact-finding, arbitration, and political action. The Association believes that these procedures should make the strike unnecessary and recommends that every effort be made to avoid the strike as a procedure for the resolution of impasse.

The Association realizes that teachers may have no choice but to resort to a withdrawal of services as the only means of attracting public attention to, and correcting conditions in, situations (a) where conditions make it impossible for teachers to provide quality education, (b) where solutions have been proposed but have not been conscientiously explored, and (c) where solutions have been proposed but not consummated. The Association supports efforts by local and state associations to obtain repeal of state laws that prohibit withdrawal of services.

The Association denounces the staffing of schools with untrained, unqualified, or noncertificated persons at any time and especially at a time when teachers withdraw their services in an effort to establish conditions that will make it possible to provide high quality education. The Association will assist its affiliates in opposing laws or proposals which permit the hiring of noncertificated personnel for teaching positions.

The Association reminds its affiliates that seek aid in times of crises that the Association should be involved at the earliest possible time.

At the outset of withdrawal of services, or where schools remain open during a withdrawal of services, administrative and supervisory personnel may remain within the schools or take other precautions to provide for the safety of students and the protection of property. However, during the withdrawal of services by a recognized professional organization, no attempt shall be made by any member of the profession in the affected school system to provide for an instructional program. School boards should officially close schools when work stoppage is declared by the recognized professional organization. Schools should remain closed during the period of withdrawal of services.

The Association directs its officers and staff to develop guidelines on the role of supervisory and administrative personnel when a withdrawal of services occurs.

CURRENT RESOLUTIONS

71-1. Unified Professional Membership

The National Education Association urges its affiliates to complete unification, so that each member will be provided coordinated support and services from all levels of the organized profession.

71-2. Salary Goals

The National Education Association insists that salaries of educators compare favorably with income in other professions and occupations of comparable preparation and responsibility. A salary schedule should provide a starting salary of $12,500 for a qualified beginning teacher with a bachelor's degree. Advancement to $25,000 with a master's degree or state certificate of equivalency and to $31,250 or more with 2 years' advanced preparation beyond the master's degree should be attainable in no more than 10 years.

The Association urges its affiliates to seek repeal of laws limiting maximum salaries for educators.

71-3. Exchange Teachers' Salaries

The National Education Association believes that the exchange of teachers between the United States and foreign countries is in the national interest and is essential to international understanding.

The Association recognizes that foreign teachers, compensated only by their own governmental agencies at levels considerably below those of the American schools, find it extremely difficult to meet the higher costs of living in this country, and that many must depend upon contributions to achieve even a low standard of living while in the United States.

The Association urges that the federal government provide funds to guarantee that exchange teachers receive compensation while serving in the United States in an amount at least equal to the average salary of the state or school district, whichever is greater.

***72-4. Differentiated Staffing**

The National Education Association believes that no differentiated staffing plan should be undertaken or continued unless (a) classroom teachers and local

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affiliates are directly involved in decision-making from the initial stages of development through implementation and continuing evaluation, (b) the responsibilities of certificated and non-certificated staff are defined by certificated staff, (c) the community is kept informed and its cooperation sought, and (d) funding is at a level to ensure the maintenance of constructive teaching loads and adherence to the Association's principles for professional salaries.

The Association strongly opposes adoption of unilaterally imposed differentiated staffing plans and will assist any local affiliate in its opposition to the same.

Edited to clarify intent.

71-4 Differentiated Staffing

The National Education Association believes that, although differentiated staffing programs may offer hope for positive and real innovation in the future, they are subject to potentially serious abuses and shortcomings that are not in the best interest of students, teachers, and the public. The Association insists that no differentiated staffing plan should be undertaken or continued until (a) the classroom teachers and local associations are directly involved in decision making from the initial stages of development through implementation, evaluation, and continuation, (b) the roles and responsibilities of certificated and noncertificated staff are clearly defined and in the hands of certificated staff, (c) the community is kept informed and its cooperation sought, and (d) the funding is adequate to assure the maintenance of constructive teaching loads and to guarantee remuneration based upon the Association's principles of salary scheduling for all staff—paraprofessionals, teachers, and administrators—without the characteristics of a merit pay plan.

Local affiliates should be prepared to act in full partnership in the study of differentiated staffing and shall be accepted as full partners with their administrations in the consideration, design, authorization, implementation, evaluation, and continuation of any plan of differentiated staffing.

The Association strongly opposes adoption of unilaterally imposed differentiated staffing plans and will assist any local affiliate in its opposition to the same.

***72-5. Performance Contracting**

The National Education Association believes that performance contracting in the nation's public schools should cease.

Revised to update.

71-5. Performance Contracting

The National Education Association is concerned about the abuse of performance contracts. The Association will, and urges its affiliates to, oppose performance contracts which do not meet the following conditions:

1. Contracts must conform to negotiated agreements between school boards and local associations.

2. Teachers must, through their local associations, control the planning of the contract objectives and the evaluation of the performance, including the interpretation of the contract to the public.

3. Learning objectives for the contract must be developed with community and professional involvement.

4. Other measurements in addition to the so-called standardized achievement tests must be used as measures of student learning.

5. All contracts must include the so-called "turnkey provision," which gives the school system the right, at the expiration of the contract, to utilize materials and techniques developed under the contract.

6. The contract must provide for the maximum use of school personnel, prepared in the processes related to the contractual objectives.

7. All students must be supervised by professionally certificated personnel during the instructional process.

8. Contracts must conform to the Association's position on copyright law revision.

***72-6. Family Life and Sex Education**

The National Education Association believes that sex education that provides children and youth with information appropriate to their age is basic to healthy, well-adjusted mental attitudes. It also believes that the public school must assume an increasingly important role in providing this instruction and that teachers must be qualified to teach in this area.

The Association urges that courses in sex education be developed with care and that classroom teachers who teach the courses be legally protected from irresponsible censorship.

The Association calls upon individual teachers and local associations to cooperate with school administrators and school boards in establishing sex education programs, including information on venereal disease, as an integral part of the school curriculum and to work with parents to maintain harmonious school-community relations.

Added phrase in paragraph 3 to update.

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The Association calls upon individual teachers and local associations to cooperate with school administrators and school boards in establishing sex education programs as an integral part of the school curriculum and to work with parents to maintain harmonious school-community relations.

***71-7. A Nation Under Law**

The National Education Association believes that civil order and obedience to the law must be ensured in every community and school, without abridging human and civil rights. These rights must be protected by judicial procedures that ensure speedy and equal justice under law to all citizens with free legal counsel for the poor and destitute.

Delete. Concept included in proposed C-39.

***71-8. Retirement and Teacher Mobility**

The National Education Association urges that enactment of federal and state legislation to enable those who have taught in two or more states, or in the Overseas Dependents School System or other government schools overseas, to receive retirement benefits substantially the same as they would receive if they retired after a career in one state.

The elements of a joint federal state program are—

a. Agreement by participating states to provide full vesting of retirement rights after no more than 5 years of service.

b. Agreement by participating states to accept up to 10 years of out-of-state service, not vested elsewhere, the employee to pay his share of costs and the state and federal governments to pay the employer's share.

c. Payment from federal funds to supplement deferred retirement benefits paid to mobile teachers to increase them to a level substantially equivalent to benefits provided nonmobile teachers with comparable years of service.

The Association and its affiliates must move at once to secure the enactment of the necessary state and federal legislation.

Delete. Concept included in proposed C-24.

***71-9. NEA Retirement Program**

The National Education Association believes the basic retirement system for educators is and should be the statutory retirement system, fully funded by legislative action, and that this should be the primary vehicle for providing retirement benefits to educators. However, the Association should provide a retirement program available to its local affiliates which negotiate supplemental benefits.

Delete. Concept included in proposed C-24.

***71-10. Termination of Social Security Coverage**

The National Education Association urges that federal legislation be enacted to require governmental employers to notify their employees at the time notice is given to the Department of Health, Education, and Welfare to terminate Social Security coverage of their employees. The legislation should also provide a method to permit governmental employers who have terminated Social Security coverage to provide it again for their employees.

Delete. Concept included in proposed C-24.

71-11. Federal Impacted Aid

The National Education Association is especially concerned about inadequate funding to maintain quality education for children in school districts impacted by federal activities and installations. A financial crisis exists in many impacted areas because of insufficient, temporary, year-to-year appropriations.

The Association directs its officers and staff to obtain a permanent solution to the financial problems of the severely impacted school districts.

***72-12. Student Rights**

The National Education Association believes that basic student rights include: the right to free inquiry and expression; the right to due process; the right to freedom of association; the right to freedom of peaceful assembly and petition; the right to participate in the governance of the school, college, and university; the right to freedom from discrimination; and the right to equal educational opportunity.

Edited to clarify intent.

71-12. Student Involvement

The National Education Association believes that genuine student involvement requires responsible student action which is possible if students are guaranteed certain basic rights, among which are the following: the right to free inquiry and expression; the right to due process; the right to freedom of association; the right to freedom of peaceful assembly and petition; the right to participate in the governance of the school, college, and university; the right to freedom from discrimination; and the right to equal educational opportunity.

71-13. Voucher Plans

The National Education Association believes that the so-called "voucher plan" under which education is financed by federal or state grants to parents could lead to racial, economic, and social isolation of children and weaken or destroy the public school system.

The Association urges the enactment of federal and state legislation prohibiting the establishment of such plans and calls upon its affiliates to seek from members of Congress and state legislatures support for this legislation.

71-14. Education in Bureau of Indian Affairs

The National Education Association supports the efforts of the National Council of Bureau of Indian Affairs Educators to achieve quality education for Indian children and urges a change in BIA policies to effect the following:

a. A professional civil service classification to BIA teachers.

b. A salary, length of school year, and school day commensurate with that of educators in public schools.

c. Adequate remuneration to accrue with the completion of advanced studies.

d. Improved facilities and working conditions for the comfort and convenience of teachers and students.

e. Written personnel policies including provisions for sabbatical leave, advanced study, and for the right to professional released time without loss of salary.

f. The hiring of only professionally qualified teachers and administrators, the providing of adequate training in Indian cultures, and assignment only to their areas of competency.

g. The hiring of teachers and substitutes to adequately meet Indian student needs and not to exceed a maximum pupil-teacher ratio of 20 to 1.

h. The active involvement of BIA teachers in curriculum planning and formulation of school policies.

The Association will provide consultant services to implement, through Executive Order 11,491, negotiations by BIA teachers to achieve the above policies and other needs of Indian teachers employed by the Bureau of Indian Affairs.

71-15. American Indian Education

The National Education Association recognizes that the complexity and diversity of needs of American Indian children require the direct involvement of Indian parents, tribal leaders and other Indian groups in developing adequate and equal educational programs which preserve the rich heritage of Indian culture.

The Association insists that federal funding for Indian education be expanded to effect necessary improvements. The Association supports the movement toward self-determination by Indians and insists that such programs be voluntary. The Association opposes termination of federal support for Indians either as a direct or indirect result of efforts to extend Indian self-determination.

The Association directs that programs be developed which provide for:

a. Involvement of Indian parents and communities with the public schools in developing programs for the improvement of the education of Indian children.

b. Indian control of schools attended solely by Indian children and participation in the governance of schools attended by Indian students.

c. Ethnic studies in colleges of teacher education.

d. In-service education dealing with cultural pluralism, the teaching of American Indian heritage and culture.

e. Assistance to local and state associations in meeting the educational needs of Indian students.

f. Substantial participation by Indians in NEA conferences and leadership training programs.

g. Coordination with existing Indian organizations and concerned agencies.

h. Promotion of teaching as a career among Indian youth.

i. Higher education opportunities for all Indian students.

The Association recommends subsidization or free tuition for Indian students in state colleges and universities, extension of scholarships in graduate as well as undergraduate education, and Indian involvement in developing multicultural learning centers at higher education institutions.

71-16. Access to Copyrighted Instructional Materials

The National Education Association believes that maximum access to teaching materials is of vital concern to every teacher. It recognizes that the present copyright law provides for two parallel sets of rights—the rights of those who create such materials to profit from their efforts and the rights of those who teach to use those materials in teaching.

The Association insists that the public interest requires that the copyright law include an expanded "Not-for-profit" clause coupled with a fair use provision to guarantee to teachers and educational institutions use of copyrighted materials, recognizing a limited right to copy and record such materials for nonprofit educational purposes, including educational broadcasting and technology.

The Association further insists that the duration of copyright not be extended beyond the present term of 28 years with a 28-year renewal period.

71-17. National Testing and Assessment

The National Education Association notes that the first report of the National Assessment of Educational Progress on writing, citizenship and science has been issued.

The Association will continue to resist any attempt to transform assessment results into a national testing program that

(Continued on next page)

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would seek to measure all students or school systems by a single standard, and thereby impose upon them a single program rather than providing opportunities for multiple programs and objectives.

71-18. Federal Professional Negotiation Law

The National Education Association urges the enactment of a federal professional negotiation law. The law should conform to the Association's policy on negotiation. It should provide that any state that establishes statutory procedures substantially equivalent to those provided by the federal statute would be permitted to operate under its own statute.

71-19. Extremism and the Schools

The National Education Association is alarmed at the nationwide attack on the public schools and the teaching profession by extremist organizations. The growing opposition to certain curriculums and to educational policies is recognized by the Association as a thinly veiled political attack on public education itself. The Association urges its affiliates to take concerted action, and, if necessary, legal action to defend against such irresponsible attacks.

***72-20. Home Rule for the District of Columbia**

The National Education Association supports complete home rule for the District of Columbia.

State and local affiliates should seek from members of Congress support for home rule legislation.

Deleted second sentence.

71-20. Home Rule for the District of Columbia

The National Education Association supports complete home rule for the District of Columbia. Essential components of home rule include increased financing for the schools, a fiscally independent school board, and protection of professional employees' rights.

State and local affiliates should seek from members of Congress support for home rule legislation.

71-21. One-Man—One-Vote

The National Education Association believes that the principle of one-man—one-vote must apply at all levels of government including the election of the President of the United States.

The Association is committed to this concept as its own policy and calls upon its affiliates to implement the concept of one-man—one-vote in their own representative bodies where such implementation does not conflict with the need to guarantee an effective part in the decision-making process to a previously excluded minority group.

***71-22. Tax Law Revision**

The National Education Association supports the revision of tax laws at all levels of government in order to bring about more equitable tax treatment of all citizens.

The Association further supports income tax deductions up to $100 for political contributions, and deductions up to $750 annually for educational expenses of full-time college students.

Delete. Concept included in proposed C-19.

***72-23. Fair Housing**

The National Education Association urges its affiliates, in cooperation with community agencies, to develop and promote practicable programs to implement fair housing practices and to seek legislation that will ensure to each person the opportunity to reside in the neighborhood of his choice.

Revised to update.

71-23. Fair Housing

The National Education Association believes that universally applied fair housing practices aid in bringing about a truly universal public education.

The Association urges its affiliates, in cooperation with community agencies, to develop and promote practicable programs to implement fair housing practices in every community and to demand passage of legislation that will ensure to each person the opportunity to reside in the neighborhood of his choice.

The Representative Assembly requests that the officers and staff:

a. Urge the enactment of statutes to prohibit actions which are designed to deny fair housing.

b. Strongly request that all governmental law enforcement agencies be directed to begin immediately to enforce strictly all statutes pertaining to fair housing.

c. Seek legislative provisions that will provide for appropriate penalties against citizens who interfere with the enforcement of fair housing statutes.

d. Actively encourage and assist the Association's affiliates and other agencies, public and private, to implement this resolution.

e. Urge the Association's affiliates to place top priority on the implementation of this resolution.

***72-24 Environmental Education**

The National Education Association is concerned for an improved environment conducive to physical, emotional, and intellectual well-being. The Association strongly urges local affiliates and school systems to develop criteria for grades K through adult in accordance with the Report of the Task Force on Environmental Education. The Association further supports legislation and appropriations to provide environmental education and to preserve our natural environment.

The Association urges world leaders to work cooperatively to resolve environmental problems.

Revised to update.

71-24. Environmental Education

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The Association urges world leaders of the scientific communities including the United States and the Soviet Union to work more cooperatively in studying all aspects of world-wide environmental problems in the seas, on the land, and in outer space.

71-25. Cable Television

The National Education Association recognizes that cable television (CATV) makes available to education the use of television, radio, and other telecomunications services. The Association shall seek the reservation of at least 20 percent of the channel capacity of CATV systems in each community for educational, municipal, and other public purposes. The Association urges that under guidelines adopted by the Federal Communications Commission, public cable corporations be formed which operate in the public interest.

***72-26. Human Relations in the School**

The National Education Association believes that improved human relations is essential to the school environment. To improve human relations in schools, the Association calls for—

a. School recruitment policies that will ensure culturally diverse certificated and support staffs.

b. The development of ways to improve police-community and student-police relations through the joint efforts of school, community, and law enforcement agencies.

c. The reduction of the ratio of students to certificated staff to the level teachers determine, in each case, is essential to improved learning.

d. Further research and development of ways to identify, change, and, if necessary, exclude prejudiced personnel who exhibit prejudiced behavior detrimental to the school environment.

e. The training of police in behavioral sciences, sociology, and human relations to encourage an enlightened approach to law enforcement.

Edited "a," deleted "f." Move to Continuing.

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d. Further research and development of ways to identify, change, and, if necessary, exclude prejudiced personnel who exhibit prejudiced behavior detrimental to the school environment.

e. The training of police in behavioral sciences, sociology, and human relations to encourage an enlightened approach to law enforcement.

f. An awareness of the continued neglect of Mexican-American citizens and youth. The Association shall assist its affiliates to provide programs relevant and helpful to alleviate this neglect in the public schools.

71-27. Drug Abuse

The National Education Association is concerned about the problem of drug abuse, particularly among the young. It recognizes the need for improved approaches to law enforcement in this area, including international agreements to control drug supplies at the source. It supports efforts to improve treatment facilities for addicts and encourages educational programs, such as the National Drug Education Training Program. The Association urges its affiliates to cooperate in the development of leadership training teams to implement the program.

The Association also urges its affiliates to support person-oriented drug programs that deal with the causes of drug abuse.

***72-28. Invasion of Privacy**

The National Education Association is alarmed at the increasing surveillance of individual citizens by private and governmental agencies and school authorities. The cross-filing and interchange by private and governmental agencies of computerized information includes prejudicial reports on citizens, including students and teachers, descriptions and geographic locations of individuals who petition for redress of grievances, and of those who are involved in civil rights activities.

The Association is opposed to such practices on the part of governmental and private agencies. It is committed to effect the immediate cessation of such surveillance.

Revised to clarify and update.

71-28. Invasion of Privacy

The National Education Association is alarmed at the increasing surveillance of individual citizens by private and governmental agencies and public school authorities through the computerized technology of our society as is evidenced by the computer data banks of the Internal Revenue Service, the Secret Service, the Department of Health, Education, and Welfare, the Justice Department, and other agencies. The cross-filing and interchange by private and governmental agencies includes such information as prejudicial reports on school-age children of migrant workers, and other public school children, fingerprinting of teachers as a condition of employment, records of firearms purchases, descriptions of individuals who petition for redress of real or imaginary grievances, lists of civil rights demonstrators with their physical descriptions and geographic location, and the description of anyone who may embarrass high government officials.

The Association is opposed to such practices on the part of governmental and private agencies. It is committed to effect the immediate cessation of such surveillance.

The Association directs its officers and staff to design action programs, to seek legislation, and to support efforts in Congress to stop these activities.

***71-29. Public Education and National Priorities**

The National Education Association believes there is a direct relationship between the quality of education which prevails and the quality of life in our society. Therefore, the Association calls for the President and the Congress to place public education high in an immediate reordering of the nation's priorities.

The Association will expand its endeavors with other educators, professionals, students, parents, and community groups to mobilize the citizen power necessary to assure that education is given the high priority required for the problems and challenges, opportunities and great promise of our society.

Delete. Concept included in C-2, proposed C-19, C-20, C-25, C-38, and others.

***71-30. Protection of Educators**

The National Education Association and its affiliates shall work together to insist upon development and enforcement of laws to guarantee the safety of educators from physical attacks on their persons or property.

The Association will also develop guidelines for action leading to prevention of verbal abuse of educators by any individuals. Educators must take the responsibility to call attention to such cases so that appropriate action may be taken.

The Association urges its affiliates to cooperate with juvenile court systems to secure strict enforcement of juvenile law in cases involving disturbances in the public schools.

Delete. Concept included in C-3, proposed C-14, C-15, C-38, proposed C-39, C-43, and others.

71-31. Representation on Boards of Education

The National Education Association urges its affiliates to bring about changes in practice and in law to guarantee that elective or appointive boards of education be representative of and answerable to the community they serve.

***72-32. Teacher Education**

The National Education Association believes that teachers and students must be directly involved in evaluating and improving the standards for teacher preparation and certification. The Association insists that teacher involvement is necessary in planning and implementing quality teacher education programs.

The Association also believes that preprofessional practicum experience is an essential phase of teacher preparation. The responsibility for the practicum experience must be shared by the public schools, the institutions that prepare teachers, and professional associations.

The Association urges its affiliates to—

a. Take immediate steps to evaluate and improve standards for entrance into the teaching profession.

b. Support inclusion of training in the dynamics of intergroup communication and human relations courses in requirements for certification.

c. Support legislation providing legal status and liability protection for student teachers.

d. Develop guidelines for qualifications of cooperating teachers and college coordinators of student teachers.

e. Formulate standards for school systems receiving student teachers.

f. Take immediate steps to improve the selection of persons entering the profession through more effective screening of applicants for the preprofessional practicum.

Added "and students" in paragraph 1. Edited "b."

71-32. Teacher Education

The National Education Association believes that teachers

(Continued on next page)

NEA program seeks to change U.S. textbooks to ensure that they include role of minorities

NEA president gets red carpet welcome in Albuquerque

NEA President Donald E. Morrison was honored in ceremonies recently upon his arrival in Albuquerque, New Mexico, to address a six-state NEA-GRIP Western regional seminar. The day had been proclaimed Donald E. Morrison Day in New Mexico and Albuquerque by Governor Bruce King. Morrison received a key to the city. Participating in this ceremony (above, left to right) are Charles D. Ryan, president, Albuquerque CTA; G. Y. Fails, executive vice-president of the Greater Albuquerque Chamber of Commerce, making the presentation to Morrison; and Dale Shelby, ACTA awards chairman.

The NEA Executive Committee recently launched a program based on recommendations designed to change radically the complexion of the nation's public school textbooks.

The recommendations were submitted by a panel of some two dozen leaders in the education, book publishing, and civil rights fields who met in Washington, D.C., recently to discuss the treatment of minorities and women in textbooks and other instructional materials. The three-day meeting in late February, by NEA's offices of Communications and Public Relations and Teacher Rights, was an outgrowth of a request made last year by the NEA Representative Assembly asking that NEA "institute the development of a complete series of textbooks and other instructional materials planned and written cooperatively with scholars from all minority groups, in which the history of all minorities is integrated accurately."

A progress report will be presented to the Executive Committee at its meeting next month.

The panel members agreed that NEA should publish, or cause to be published, a history series in which all minorities and women are represented accurately, with special emphasis on Asians, Blacks, Chicanos, Indians, Jews, and Puerto Ricans. If the NEA does not actually publish the textbooks, "every effort to utilize minority publishing firms for its publication" should be made, the Executive Committee and panel agreed.

Evaluation asked

The recommendations stress the need for guidelines in the selection of books and materials, and call for a careful system of evaluation in which parents and students would participate with teachers. The groups also urged that NEA encourage its 9,000 state and local affiliates to "include provisions regarding instructional materials in negotiated contracts with specific attention to multiethnic representation in the materials."

Resolutions...

(Continued from preceding page)

must be directly involved in evaluating and improving the standards for teacher preparation and certification. The Association insists that teacher involvement is necessary in planning and implementing quality teacher education programs.

The Association also believes that preprofessional practicum experience is an essential phase of teacher preparation. The responsibility for the practicum experience must be shared by the public schools, the institutions that prepare teachers, and professional associations.

The Association urges its affiliates to—

a. Take immediate steps to evaluate and improve standards for entrance into the teaching profession.

b. Support inclusion of training courses in the dynamics of intergroup communication and human relations courses in requirements for certification and the provision for inservice workshops in these areas for experienced teachers.

c. Support legislation providing legal status and liability protection for student teachers.

d. Develop guidelines for qualifications of cooperating teachers and college coordinators of student teachers.

e. Formulate standards for school systems receiving student teachers.

f. Take immediate steps to improve the selection of persons entering the profession through more effective screening of applicants for the preprofessional practicum.

***71-33. Voting at 18**

The National Education Association will encourage and support special efforts to register voters between the ages of 18 and 21. It urges its affiliates to participate fully in drives to register members of this newly enfranchised group.

Delete. Concept included in proposed C-40.

71-34. Presidential Appointments

The National Education Association believes that the needs of all Americans for education of the highest quality demand that criteria for presidential appointments in the field of education be based on significant accomplishments in the educational community, and that partisan political factors should never be considerations of more than secondary importance.

The Association requests that presidential appointments of federal education officials be made only after screening and approval by a panel of professional educators established by the Association's Board of Directors.

71-35. Integration of School Staff

The National Education Association will assist its local affiliates to develop and negotiate programs for the desegregation of school staff. The Association urges state and federal agencies to provide the funds necessary to implement programs designed to achieve racial balance in the schools.

***72-36. Residency Requirements for Voting**

The National Education Association believes that, because of increasing mobility of the voting population, residence requirements for voter registration and absentee ballot provisions in some states disenfranchise a growing number of voters each election year.

The Association urges its affiliates to seek legislation that would provide uniform registration requirements for all elections, and would broaden and ease provisions for absentee voting by qualified voters.

Revised to update.

71-36. Residency Requirements for Voting

The National Education Association believes that, because of increasing mobility of the voting population, residence requirements for voter registration and absentee ballot provisions in most states disenfranchise a growing number of voters each election year.

The Association urges its affiliates to seek legislation which would allow registration after no more than three months of residency in the state, and would broaden and ease provisions for absentee voting by qualified voters.

71-37. Revenue Sharing in Education

The National Education Association believes that proposals to realign existing federal education programs as revenue sharing, with little or no additional funding beyond present levels, are unacceptable. Substantial additional general federal funds must be provided for public education, either by direct appropriation or through a trust fund.

71-38. Adjustments When Nonpublic Schools Close

The National Education Association urges all public boards of education to establish with nonpublic school counterparts within their districts a contingency plan which would provide for the orderly absorption of nonpublic school pupils into the public school system in the event the nonpublic school system should abandon grades or close the school entirely.

71-39. Evaluation of School Programs

The National Education Association believes the expertise of professional educators is essential when school programs are evaluated.

The Association recommends that all education agencies resist school evaluations by private profit-making groups such as management - consultant firms.

71-40. Accountability

The National Education Association recognizes that the term "accountability," as applied to public education is subject to varied interpretations. The Association maintains that educational excellence for each child is the objective of the education system. The Association believes that educators can be accountable only to the degree that they share responsibility in educational decision-making and to the degree that other parties who share this responsibility—school boards, parents, and taxpayers—are also held accountable.

71-41. Nonpublic Schools

The National Education Association opposes any diversion of public funds for the support of nonpublic schools. The Association recognizes that many state and local governments are considering legislation which would grant public tax monies to nonpublic elementary and secondary schools. The Association pledges to assist its affiliates to defeat such legislation.

71-42. Military Involvement in Southeast Asia

The National Education Association condemns the continuance of American military involvement in Southeast Asia and supports legislation for the complete withdrawal of American forces.

71-43. Federal Support for Public Welfare

The National Education Association believes that the cost of public welfare should be assumed by the federal government and that the federal welfare program should be based on standards of human dignity.

71-44. Education in Correctional and Rehabilitation Agencies

The National Education Association will provide legislative and professional support to those teaching in federal, state, and local correctional and rehabilitation institutions, in hospitals, and in other custodial agencies. The Association will assist in improving the standards of instruction in these institutions.

71-45. Vocational and Career Education

The National Education Association believes that preparation of children for careers, vocations, and productive jobs should be a basic policy of education. Educational programs should be developed for all children which will assure equal opportunity for career and occupational development. A continuing program for training, retraining, advancement, and promotion should be provided to out-of-school youth and adults.

The Association will seek legislation to provide a comprehensive national manpower development policy, as the basic foundation for vocational and career education. It will also assist its affiliates in implementing similar programs and legislation.

***71-46. NSF Institutes**

The National Education Association supports the National Science Foundation Institutes designed to enable teachers to gain increasing knowledge and innovative methods of teaching.

The Association urges the continuance and the expansion of present programs to include teachers at all levels.

Delete. Concept included in C-20.

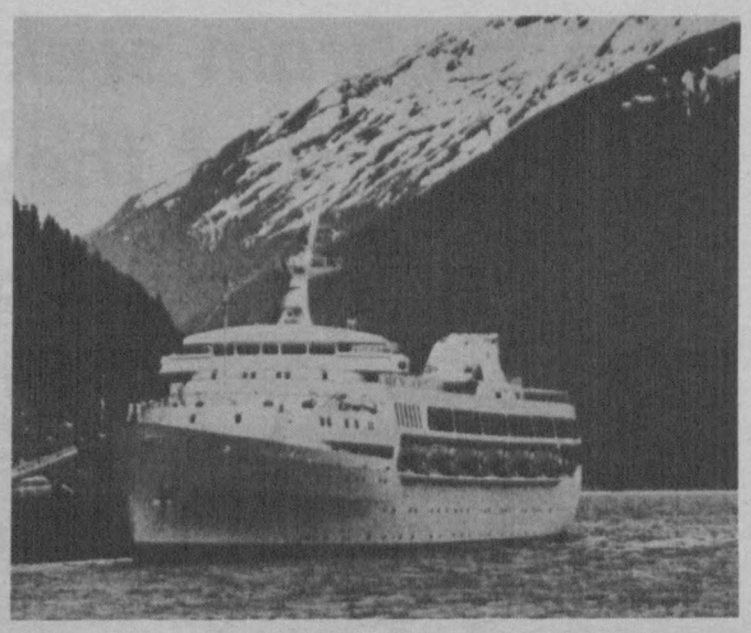
71-47. Employment in Overseas Dependents Schools

The National Education Association believes that the overseas dependents schools operated by the Department of Defense should adopt employment practices consistent with the Association's established policies and the guidelines of the Department of Defense for stateside recruitment of overseas teachers.

The Association urges the Department of Defense to discontinue staffing overseas dependents schools with teachers on a temporary basis.

The Association believes that full rights and benefits should be provided to teachers who are employed locally in emergencies.

NEA Travel 1972



The Princess Italia at Skagway.

NEA Alaska/Canada cruise is a 'floating hotel' vacation

The NEA Princess Cruise program to Alaska and Canada for this summer (described in detail in the January NEA REPORTER) has proved to be so popular that we are again listing dates and prices for members' convenience.

If you would like a relaxing cruise on the all-first-class Princess Italia (which serves as your floating hotel, with no packing and unpacking) four gourmet meals daily, and some of the most beautiful scenery imaginable, send in your deposit today.

Details on the cruises appear on page 59 of *NEA Travel Summer 1972* (if you have not ordered your free copy of this comprehensive book, you may do so by mailing the coupon on the next page). A colored brochure showing the Princess Italia's deck plan and details on space types will be sent upon receipt of deposit.

Adult fares for the cruise are from $720 to $1,015. Children under 18 occupying a room with two full-fare-paying adults will be carried at one-half the room rate.

Dates are as follows: *PIC-1 (June 15-29); *PIC-2 (June 29-July 13); PIC-3 (July 13-27); PIC-4 (July 27-Aug. 10); PIC-5 (Aug. 11-25). *Immediate reservations suggested.

Prices: (All double rooms)		Space Type
Inside staterooms, upper and lower berths	$720	M
Outside staterooms, upper and lower berths	$895	K
Inside staterooms, two lower berths	$940	L
Inside staterooms, two lower berths	$1,015	J

Application for Alaska/Canada Cruise Reservation

Please reserve ..... spaces on (code letters of cruise)

..... departing from San Francisco on (date).....

Enclosed is my deposit in the amount of $.....
($200 per person deposit required)

Please indicate first, second, and third choice of space type desired:

First choice ..... Second choice ..... Third choice .....

Name(s) .....

Address .....
(street) (city) (state) (zip)

Home telephone ..... School telephone .....
(include area code) (include area code)

.....
(signature) (date)

Send completed application and deposit to: EDUCATIONAL TRAVEL DIVISION, NEA, 1201 16th Street, N.W., Washington, DC 20036

Members may order discount car rental card

The National Car Rental System, Inc., has been designated as the official car rental company of the NEA Educational Travel Division. As such, National is making NEA members eligible to receive major discounts on car rentals, in the United States as well as overseas (exclusive of net package rates).

The NEA division and National Car Rental System said this month they were excited by the overwhelming response to this special service, announced in the February NEA REPORTER. During the first week after the announcement, National Car Rental's credit card department in Minneapolis received 3,000 applications from NEA members for National's VIP credit card, and letters are still coming in by the hundreds each day.

By using the VIP credit card, NEA members can avoid paying a deposit on car rentals, a convenience especially valuable overseas. Instead, monthly bills are sent directly to the customer.

Another plus for NEA members is the special car rental discount offered in connection with group charters. A member may sign up for one of NEA's special charter flights, then make one toll-free call to the central reservation office in Minneapolis (800-328-4567) to reserve a car at any one of National's 2,400 worldwide locations.

National offers an extra bonus —S&H Green Stamps with every rental within the United States (except where prohibited by law).

Application for discount car rental credit card

**TO: National Car Rental System, Inc., Att: Credit Card Dept.
5501 Green Valley Drive, Minneapolis, MN 55431**

I am a member of the National Education Association. Please issue me a National Car Rental V.I.P. Credit Card, which entitles me to the highest applicable discount.

(Please print—except signature)

Name ..... Age .....

Residence address .....

City ..... State ..... Zip code .....

Phone .....

Bank address ..... Acct. # .....

City ..... State ..... Zip code .....

Employer ..... How Long .....

Business street address .....

City ..... State ..... Zip code .....

Present position .....

Signature ..... Date .....

Limited space still available on these NEA charter flights

Prices below include U.S. and foreign airport taxes.

			flight price only
CW-5	☐ Chicago-Shannon/Amsterdam-Chicago	June 21-Aug 23	$299
CW-6	☐ Detroit-Frankfurt/Amsterdam-Detroit	June 23-Aug 17	$288
CW-7	☐ New York-Madrid/Amsterdam-New York	Jun 21-Aug 3	$225
CW-8	☐ New York-Frankfurt/Amsterdam-New York	Jun 24-Jul 23	$223
CW-12	☐ Hartford-Amsterdam-Hartford	Jun 27-Jul 25	$222
CW-16	☐ Philadelphia-Frankfurt/Amsterdam-Philadelphia	Jul 2-Jul 31	$226
CW-18	☐ Philadelphia-Amsterdam-Philadelphia	Jul 5-Aug 22	$215
CW-20	☐ Detroit-Amsterdam-Detroit	Jul 14-Jul 27	$249
CW-21	☐ New York-Geneva/Amsterdam-New York	Jul 22-Aug 14	$206
CW-22	☐ Chicago-Amsterdam-Chicago	Aug 3-Aug 21	$256
CW-24	☐ Detroit-Amsterdam-Detroit	Aug 6-Aug 24	$249
CW-25	☐ Philadelphia-Madrid/Amsterdam-Philadelphia	Aug 8-Aug 29	$219
CW-26	☐ Los Angeles-Amsterdam-Los Angeles	Jun 23-Sep 9	$304
CW-27	☐ Los Angeles-Madrid/Amsterdam-Los Angeles	Jun 27-Jul 28	$314
CW-28	☐ Los Angeles-Frankfurt-Los Angeles	Jun 30-Aug 11	$316
CW-29	☐ Los Angeles-Amsterdam-Los Angeles	Jul 1-Aug 26	$304
CW-31	☐ Los Angeles-Amsterdam-Los Angeles	Aug 5-Sep 2	$304

All of the above flights are on World Airways jets.

ELIGIBILITY: To be eligible for a charter flight, one must have been an NEA member (Life, Associate, Student, Retired, Active or NEA Educational Secretary) six (6) months prior to flight departure date. Members of the immediate family (spouse, DEPENDENT CHILDREN, or parents), residing at the same home address as the eligible NEA member, may be included at the charter fare. Brothers, sisters, cousins, aunts, uncles, nieces, nephews, grandchildren, grandparents, etc., or friends (non-members) are **NOT** eligible to travel at any fare under the C.A.B. regulations governing charter flights. NO EXCEPTIONS ARE PERMITTED.

To reserve space on one of the above charter flights, send in your name, address, number of seats desired, code number of charter flight, and deposit of $125 per person to: Educational Travel Division, NEA, 1201 16th St., N.W., Washington, DC 20036.

current

What's going on in TV, radio, press, and national magazines

Television

(All times are Eastern)

ABC News Inquiry: Can You Go Home Again?—Monday, April 24, ABC-TV, 8:30 p.m. This special presents an arresting picture of the varied and strongly held views on amnesty among Americans.

Life, Death and the American Woman—Thursday, April 27, ABC-TV, 10 p.m. ABC News documentary detailing the special medical and health problems faced by women in the United States.

The Metropolitan Opera Salute to Sir Rudolf Bing—Sunday, April 30, CBS-TV, 9:30 p.m.

Hallmark Hall of Fame "The Price"—Wednesday, May 3, NBC-TV, 8:30 p.m. Award-winning production of Arthur Miller's play starring George C. Scott.

The Masks We Wear—Monday, May 8, ABC-TV, 8 p.m. "Who Do You Think You Are?" looks at human behavior.

The Forgotten Mermaids—Monday, May 15, ABC-TV, 8 p.m. The Undersea World of Jacques Cousteau studies the manatee. Recommended for viewing by the NEA.

Secrets of the African Boabab—Tuesday, May 16, NBC-TV, 8:30 p.m. The baobab, a weirdly shaped giant tree which provides protection, shelter, and in some cases food for a wide variety of wildlife, is the subject of the special.

Oceans—Monday, May 29, ABC-TV, 8 p.m. "ABC News Inquiry" documentary on water pollution and the deterioration of the world's oceans.

Magazines

(Spring issues)

American Scholar — "Who Will Save the Scholarly Book?" by Curtis G. Benjamin. "Polluting Our Language," by Douglas Bush.

Daedalus—"Intellectuals and Tradition," by S. N. Eisenstadt. "The Chinese Intellectuals," by Benjamin I. Schwartz.

(April issues)

Foreign Affairs—"China and Taiwan: The Economic Issues," by Robert W. Barnett. "The Essential Domino: American Politics and Vietnam," by Leslie H. Gelb.

Parents' Magazine — "Meet the Teacher Corps," by Shirley Sirota Rosenberg. "How the Oldest Civilization in the World Brings Up Its Youngest Members," by Lisa Hobbs.

Saturday Review *(April 29th issue)*—"Britain's Open University: Every Man's Classroom," by Peter J. Smith. "The Compelling Case for Bilingual Education," by Jeffery W. Kobrick. "Does More Time in School Make a Difference?" by Thorsten Husen.

(May issues)

Reader's Digest—"The Great Youth Marathon," by Carl T. Rowan and David M. Mazie. "Let's Open Up Our Wilderness Areas," by Eric Julber. "What Code of Values Can We Teach Our Children?" by William V. Shannon.

Redbook—"Health Insurance: Who Should Pay How Much—and for What?" by Victor Bernstein. "What White Parents Should Know About Children and Prejudice," by Alvin F. Poussaint, M.D., and James P. Comer, M.D.

NEA petition says

Schools need cable TV channels

NEA has petitioned the Federal Communications Commission to reconsider its proposed new rules in connection with educational access to cable television.

Specifically, NEA has urged strongly that the Commission set aside a minimum of 20 percent of the capacity of present and future CATV systems for educational noncommercial uses. FCC's proposed rules would limit education to one free access channel.

"We advocate that a percentage of the channel capacity, rather than a fixed number of channels, be set aside for school use," the NEA says in its petition, "so that education's access to channels can grow along with the industry."

Further, the NEA petition states, schools need multiple channels to make full use of the exciting possibilities that CATV presents for in-school and out-of-school instruction. "In allocating only one free dedicated channel for education's use, the Commission has saddled education with an economy of scarcity at the very moment that cable opens an economy of abundance," the petition says. "We are left with the situation of having one channel within a given area which must be shared among public schools, private schools, libraries, and other educational institutions and organizations. In addition, the one channel must be used also for preschool programs, adult and continuing education extension classes, high school equivalency courses, as well as for . . . data retrieval, computer uses, interactive TV, information networking, slow scan, display capability, and the hundreds of other communications possibilities. . . ."

NEA also has urged the FCC to allocate educational CATV channels without limiting this access to a five-year experimental period. Finally, NEA calls for a rule change that would allow local option among franchisees and public interest groups wishing to make cooperative arrangements. Under the proposed rules, such decisions must be made via petition to the FCC.

NEA has also joined with Publi-Cable, Inc., a consortium of educational, public service, and community groups, to appeal for changes in the FCC rules on CATV. Publi-Cable's petition recommends, among other things, that additional free or reduced-cost channels be made available on a fixed percentage basis to schools, government, and the public.

Local-state-NEA

Membership unified in 37 states

The NEA Membership Development Section reports 37 unified state affiliates. Three states—Indiana, New York, and North Dakota—have taken votes within the past membership year to join the growing rank of unified state affiliates.

Three additional state affiliates will be conducting unification votes this spring— North Carolina, Oklahoma, and Wisconsin.

Closer study of unification progress in one of these states—Wisconsin—shows that 30 local affiliates of the Wisconsin Education Association have adopted unified membership since September. Others have the matter under consideration prior to a May 7 vote of the WEA Representative Assembly. At present more than 70 of the 426 WEA locals are unified.

The program was initiated at the 1971 fall representative assembly, when WEA delegates mandated a concerted unification thrust. A 12-member ad hoc committee was created to inform locals of the advantages of unification and the program of the NEA. As the program began, other leaders were identified in the various sectors of the state to serve as area coordinators of the unification drive.

Throughout the school year, work has continued in local and regional levels, coordinated by the WEA ad hoc committee and staff. Committee personnel, NEA regional office staff, and WEA staff have met with local associations.

While work continues to effect local commitment to unification, the ultimate goal remains in sight. That will be affirmative action on a constitutional revision in May when some 900 WEA delegates will vote on a proposal to make statewide unification effective in September 1972.

The Virginia Education Association is in the midst of an information campaign with a vote to be taken in November 1972. Informational programs are also being conducted for local affiliates in Tennessee and Georgia.

The chart below shows progress in the 15 states that are not yet unified.

	Non-unified States		
States	Committed to Unification	Working Task Force or Committee	Date of Vote
Alabama	No	No	None
Arkansas	Yes	No	None
California	Yes	No	June '72
Georgia	Yes	Yes	None
Massachusetts	Yes	No	None
Missouri	No	No	None
Nebraska	Yes	No	None
North Carolina	Yes	Yes	This month
Ohio	Yes	Yes	None
Oklahoma	Yes	Yes	This month
South Dakota	Yes	No	None
Tennessee	Yes	Yes	None
Texas	Yes	No	March '74
Virginia	Yes	Yes	Nov. '72
Wisconsin	Yes	Yes	May '72

Senator Pell predicts general federal aid

Some type of legislation for general federal aid to education may become law during this or the next session of Congress, Senator Claiborne Pell (D-R.I.), chairman of the Senate Education Subcommittee, predicted at the opening session last month of NEA's 15th National Conference on School Finance in New York.

To prepare a basis for the upcoming legislative task, Pell revealed that he will introduce legislation which would provide $200,000 for a broad, across-the-board study of school financing to come up with specific recommendations for legislative action by Congress. He is recommending that the nonpartisan study be completed early next year.

Declaring that "the level of government which has the greatest financial resources ought to carry the greatest part of the burden in financing those activities which governments share," Pell also said that "for many years, the federal government has been shirking its responsibilities in the area of education."

NEA President-Elect Catharine Barrett, who also spoke at the conference, emphasized the challenging role NEA's National Support Foundation Program for Education plays in securing from the federal government necessary financial support for education. In his address, Pell, referring to this newly organized political arm of the Association, said that the "best news is that NEA is dirtying its hands and getting into politics."

Among the topics covered in concurrent sessions of the conference, attended by more than 300 educators, were higher education, new developments in property tax reform, federal and state programs to help sell school bonds, and the parochiaid situation.

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Fairleigh-Dickinson University
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Questions and answers about NEA Special Services

As more NEA members become aware of the economic benefits of Association programs, the Special Services Division receives more questions about the programs.

To assist members to become more knowledgeable about these NEA programs, the Special Services staff presents on this page a series of the most frequently asked questions about each program along with helpful answers.

The questions and answers were originally prepared for Association leaders and staff to help acquaint them with questions members have about NEA Special Services programs.

"Requests for this informational item were so large that we thought it would be a service to members to publish it nationwide," the Special Services staff reported.

More than 219,000 members are currently enrolled in the programs sponsored by the division. The programs include an in-hospital income plan, accidental death and dismemberment insurance, and an annuity plan (outlined below); plus life insurance, homeowners insurance, and a discount book program (to be outlined in next month's REPORTER).

Should you be interested in receiving more detailed information about the programs sponsored by the division, just fill out the coupon at the bottom of this page and send it to the address indicated.

In-Hospital Plan pays daily $ $

The In-Hospital Income Plan provides dollar payments per day of hospitalization regardless of other sources of compensation.

Q. What are the types of daily benefits under this plan?

A. You have your choice of benefits—$20, $40, $60 per day for each day you are in the hospital as a bed patient.

Q. How will this plan affect my other insurance?

A. It won't. Benefits are paid in addition to any other insurance, Blue Cross, Blue Shield, group or individual, income protection, Workmen's Compensation, Social Security—even Medicare. And the benefits are tax free.

Q. What if I insure my spouse and we are both hospitalized the same time?

A. You both collect full benefits.

Q. Must I satisfy medical requirements to apply?

A. No. This is a guaranteed issue plan. There are no health questions or physical examinations. Even conditions classified as "pre-existing" (conditions for which care has been prescribed or administered within the past 12 months) are covered after you have kept this insurance in force for 2 years or go 12 months without further treatment, whichever occurs first.

Q. Concerning these "pre-existing conditions," can I enroll in this plan although I am a diabetic and must take medication and have consultation regularly?

A. Yes, you can enroll. However, initially you would not be covered for diabetes since you do receive medical consultation regularly. However, after you keep this insurance in force for 2 years the diabetes would be covered also.

Q. How do I know premiums won't be increased as health care costs go up?

A. A unique arrangement between NEA and the underwriting insurance companies assures you maximum rate stability. The cost will never be raised without complete statistical justification and without official approval of NEA Special Services. In fact, this agreement has already brought about a rate decrease.

Q. What if I am hospitalized for the same illness twice?

A. Each condition is covered for 365 days of protection. Unless all 365 days were used up during the first hospitalization you will be covered for as many days as were not used up during the earlier illness. As soon as a 6-month period of non-hospitalization has passed, you automatically qualify for a full 365 days of protection for that condition.

Q. Would I be covered if I were hospitalized while on vacation or traveling?

A. Yes. You will be covered 24 hours a day, anywhere in the world. The only exception is in hospitals where no charge is made to you.

Q. Would my spouse be covered if he or she is over age 60 when I enroll?

A. Yes, provided you (the NEA member) are under 60 at the time of enrollment.

Q. I had surgery two years ago but have not required medical treatment during the past year. In case of hospitalization for the same condition in the future, will I be covered?

A. Yes, you will be covered for any condition because a period of 12 consecutive months has passed during which there has been no further medical advice or treatment.

Q. May I retain this insurance if I retire at or before 65?

A. Yes. As long as you remain a member of NEA and your state association if available, this insurance is renewable for life.

Q. What insurance company underwrites the plan?

A. The plan is underwritten by the Life Insurance Company of North America and Horace Mann Life.

TO: NEA Special Services Division
1156 15th Street, N.W.
Washington, DC 20005

Please send me information on the following:

In-Hospital Income Plan ☐ Tax-Deferred Annuity ☐

Accidental Death and Dismemberment Insurance ☐

Name.....

Address.....

City..... State..... Zip.....

NEA Reporter 4/72

A subcommittee of the full NEA Special Services Committee met in Washington, D.C., recently to review current programs sponsored by the Special Services Division and to discuss plans for the future. Working on this committee are (left to right) Maurice Swanson, Kansas; Robert Oravetz, Pennsylvania, chairman of the subcommittee; Helen Mara, Massachusetts; James Baker, Kentucky, chairman, NEA Special Services Committee; Arnold Wolpert, director, NEA Special Services Division. Ellen Datcher, Washington, D.C., a member of this subcommittee, was attending another meeting at the time the picture was taken but joined the group for the afternoon session.

Accidental Death/Dismemberment Program includes around-the-clock travel coverage

NEA's Accidental Death and Dismemberment Program is a specially designed around-the-clock, around-the-world travel-accident insurance.

Q. What are the benefits of the program?

A. The Accidental Death and Dismemberment Program offers protection up to *$100,000* for death in a public conveyance, *$30,000* for death resulting from a private automobile either as a driver, passenger, or pedestrian, and *$12,000* for accidental death resulting from any other cause.

Q. What is the cost?

A. The annual premium is *$19* per year and coverage may be spread to include spouse and all unmarried children under age 21 (or to age 25 if dependent upon member for support), regardless of the number.

Q. Do I need this and life insurance too, or is this the same thing?

A. Many people carry both. Life insurance provides protection in the event of death from any cause. NEA's AD&D Insurance provides a great deal of protection if the death is due to an acident of some sort. It covers unexpected (accident-caused death) and is very low in cost.

Q. Am I covered off the job as well as on?

A. Yes. The premium provides accidental death and dismemberment coverage both on and off the job.

Q. Am I covered if I take a trip in Europe?

A. Yes, you are covered 24 hours a day no matter where you travel.

Q. Am I covered while traveling in a private airplane?

A. Yes, provided you are riding as a passenger, not pilioting the plane or performing any duties.

Q. As a retired teacher am I eligible? Will I still be eligible after I retire or will coverage stop at age 65?

A. Retirement has no bearing on enrollment in the program. So long as you are a retired member of NEA and your state association, you are eligible for coverage with no age limit whatsoever. Dues for NEA members who retire are $2.

Q. How do I make future premium payments?

A. You will be billed annually.

Q. Are benefits under this insurance affected by any other insurance I may have?

A. No. Benefits are payable regardless of any benefits you may receive under any other insurance.

Q. Is there any age limit?

A. No. You can continue the policy as long as you want provided you fulfill membership requirements.

Q. What insurance company underwrites the program?

A. The Accidental Death and Dismemberment Program is underwritten by the Prudential Insurance Company of America.

NEA Annuity provides tax-deferred benefit

NEA's Annuity Program is an NEA-designed tax-deferred annuity offering both fixed and variable investment policies to help you plan for retirement.

Q. Who may participate?

A. All regular public school and most nonprofit education agency employees who are members of NEA and who are also, if eligible, members of the appropriate affiliated state and local associations.

Q. What insurance companies offer the NEA Variable Annuity?

A. It is offered by Horace Mann Life Insurance Company (Separate Account B) in states where such contracts are approved by appropriate state agencies other than California, Connecticut, Hawaii, New Jersey, and New York. In Connecticut it is offered by the Life Insurance Company of North America (Separate Account A). In California it is offered by Educators Life Insurance Company of America (Separate Account A).

Q. What are the major features of the program?

A. When you invest in the NEA Variable Annuity Contract you get investment diversification, professional investment service, and the opportunity to provide for possible lifetime retirement benefits with pre-tax rather than after-tax dollars.

Q. Where are my contributions invested?

A. Payments into the separate accounts listed above are invested, after authorized deductions, in shares of the NEA Mutual Fund, Inc., an open-end mutual fund.

Q. What are the objectives of the NEA Mutual Fund.

A. The principal objective of the NEA Mutual Fund, Inc., is long term growth with income as the secondary objective.

Q. Where may I obtain more information?

A. For a free prospectus, write directly to: Tax-Deferred Annuity Program, Post Office Box 1088, Springfield, Ill. 62701.

nea reporter

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NEA blasts Administration education budget

The fiscal year 1973 budget for authorized U.S. Office of Education programs does not begin to cover the federal government's financial responsibility for education. So said NEA President Donald E. Morrison in testimony this month before the House Subcommittee on Appropriations for Labor and Health, Education, and Welfare.

Morrison expressed four major NEA criticisms of the Administration budget:

- Funds are requested to launch major new programs which have not been authorized by statute
- There are programs presently authorized by law for which no funding provisions at all are made
- Funds requested for a number of programs were not raised to account for projected increases in enrollment
- Requests in many program areas were not increased to take care of rising costs due to inflation.

"Times have changed, gentlemen," Morrison asserted. "State and local governments have been incentived to death. State and local taxpayers have called a halt to increases in spending. Many worthwhile programs are being reduced or cut out altogether. This year many school systems are providing fewer educational services than last year. The outlook for next year is not bright in terms of improvement in school funding from state and local sources. The time has come for federal programs to rely on federal funds for their continuance."

NEA's proposal for a Cabinet-level Department of Education has gained more support in Congress. A new sponsor, Senator Hubert H. Humphrey, has introduced a bill (S 3464) to establish the department. "The time is long overdue," the Senator said, "when education should achieve its rightful status in the federal government."

House Speaker Carl Albert also recently endorsed NEA's proposal, declaring that "the proliferation of social programs

(See LEGISLATION, page 4)

Finance, Con Con, drugs

Major decisions face NEA Convention

Shall NEA call for a broader base for tax support of the schools?

What are some ways state and local education associations can help with America's drug problem?

Shall NEA adopt a new constitution and by-laws?

These are some of the major questions that will be answered at the NEA Convention June 24 through June 30 in Atlantic City, New Jersey. Some 12,000 educators are expected to attend.

The Convention will also be highlighted by presentation of the first annual Friend of Education Award to Lyndon B. Johnson and by a political rally to which leading presidential candidates have been invited.

Resolutions on a wide range of other educational, social, and economic issues will be debated and voted on by the 7,000-member NEA Representative Assembly.

The revised resolution on funding asserts that school finance "must be derived from a tax system which is balanced and complementary in nature, includes all broad-based taxes, reduces the burden on property taxes, and protects subsistence income." It calls for a federal share of at least one-third of total school costs, emphasizes that restrictive limits should not be imposed on school budgets and long-term borrowing, and stresses that local governing boards must be fiscally independent.

Reporting to the Convention will be the NEA Task Force on Drug Education, which was formed to explore ways that state and local education associations can work with public agencies in developing and promoting programs of drug education and rehabilitation. As an important step in that direction, the task force met in April with the President's Commission on Marihuana and Drug Abuse

(See DECISIONS, page 6)

Mrs. Nixon to honor student during Salute to Education

The sponsors of the NEA's Salute to Education have announced that Mrs. Richard M. Nixon will present a certificate of appreciation to one of the students whose art work is displayed at the June 21 reception in Washington, D.C. The First Lady's action will represent thanks to all students whose work is submitted for the program.

The exhibit is planned as part of a program to honor the Members of the U.S. Congress. One work of art selected from each Congressional district will be on display. The art work will be based on the Salute to Education theme.

Delegates to the NEA Convention in Atlantic City are asked to stop over in Washington to attend the reception, which begins at 5:30 p.m.

Program officials urge each local association to submit its student art works as soon as possible. Handling fee for entries is $10. Each association has been asked to buy at least four tickets for the reception—two for representatives of the association and two for distribution to their Congressman and his staff.

Tickets for the NEA gala, at $25 each, may be obtained by mail from Salute to Education, at NEA Center.

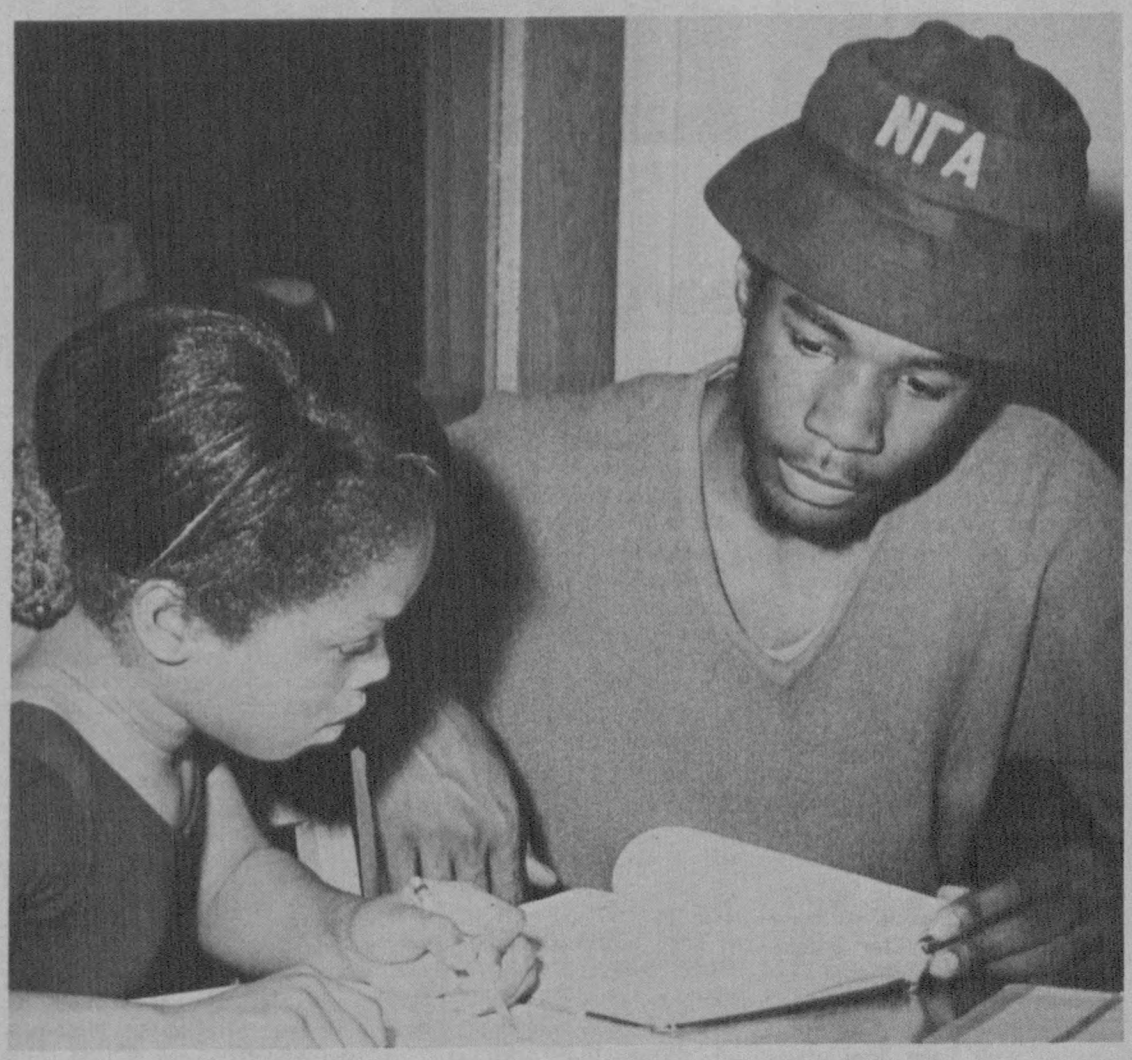
NEA membership surpasses previous all-time record high

As of May 10, NEA membership totaled 1,160,268—the highest membership on record.

John Starie, director of Membership Development, estimated that at the end of the membership year, August 31, the total will exceed 1,162,000.

Twenty-nine states have exceeded their 1970-71 year-end totals. With 32 states already reporting unified membership, the impact of unification is becoming an increasingly important growth factor.

The 29 states exceeding their totals are: Alaska, Arkansas, Colorado, Connecticut, Florida, Georgia, Hawaii, Louisiana, Maryland, Michigan, Minnesota, Montana, Nevada, New Hampshire, New Jersey, New Mexico, New York, North Carolina, Pennsylvania, Rhode Island, South Carolina, Texas, Utah, Vermont, Virginia, Washington, West Virginia, Wisconsin, and Wyoming.



Student NEA members turn concern into action

Student NEA members throughout the country are working to bring about reform in teacher education. The students are involved in projects of political action, early experience, and curriculum change. Above, Michael Ellis, of North Carolina Central University, tutors an elementary student as part of a Student NEA Volunteer Early Experience Project. Other Student NEA projects are described on page 5.

opinion interpretation

This page of the REPORTER is devoted to editorial and interpretive material. Readers' letters, preferably brief, will be considered for publication. Opinions expressed in the REPORTER are not necessarily NEA policy, which is set only by Association resolution.

Time, talent, and money can elect education's friends

Between now and November 7, general election day, you will be inundated with campaign mailings, phone calls, TV spots and documentaries, radio announcements, flyers in your mailbox, and personal visits on behalf of candidates. You may even be involved in political activities, as increasing numbers of teachers are, both as individuals and as an organized political action committee for education.

Maybe you've made up your mind who the good education candidates are, local, state, and national. But if you and/or your organized teacher group are still sifting candidates, here are some guidelines that may help.

1. When interviewing or querying candidates, suit the questions to the office (whether a city council candidate is a hawk or a dove is going to have very little bearing on U.S. foreign policy).

2. If there is an incumbent who has been reasonably supportive of education, stick with him (or her), even if the challenger is a basically more attractive candidate. Seniority means power, and it exists at every level of government, either formally or informally. Besides, it is tougher to beat an incumbent.

3. The whole purpose is to come out with the majority of the votes in November. Little is gained by backing a candiate who stands little or no chance of winning, no matter how brave, clean, and reverent he is.

How do you find out how much commitment a candidate for United States Congress has for education? If he's an incumbent, check his record (the NEA Government Relations Division can help you). If he's not, ask him how much support he can give to the NEA Legislative Program. Design an interview which will ascertain how the candidate feels about the following NEA priorities:

- *adequate financing of public education*
- *collective bargaining for teachers and other public employees*
- *a Cabinet Department of Education*
- *mobile teacher retirement.*

Would the candidate be willing to lend his name to a bill which reflected the concepts outlined? Would he attempt to expedite such a bill through the various committees? Would he vote for it once it reaches the floor? (One caution: No candidate ought to be tied to saying he will support a bill that he hasn't seen. However, he ought to be able to say he will support a concept or a principle, such as one-third funding, collective bargaining, or retirement equity.)

Once you and your group have decided which candidate is most supportive of teacher goals, your work begins. An "endorsement" is worth nothing, and sometimes hurts. It's the amount of time, talent, and money that makes the difference between winning and losing a political race. And in this election. year, teacher, time, talent, and money can make that difference.

—NEA Government Relations Division

Thomas McLernon
Administrative head

Margaret Stevenson
Programs head

NEA staff reorganized to streamline services

NEA Executive Secretary Sam M. Lambert this month announced a reorganization and streamlining of the Association's staff structure. Under the new alignment, two assistant executive secretaries—one for programs and one for administration—report to Lambert and Deputy Executive Secretary Allan M. West.

Margaret Stevenson, who has been executive secretary of the Association of Classroom Teachers since 1956, was named assistant executive secretary for programs. Thomas J. McLernon will continue as assistant executive secretary for administration with additional responsibilities assigned.

NEA program and program support units have been designated as divisions. The new divisions and their directors are: Government Relations, Stanley J. McFarland; Affiliate Services, Gary D. Watts; Instruction and Professional Development, James W. Becker; Teacher Rights, Samuel B. Ethridge; Research, Glen E. Robinson; Communications, John D. Sullivan; and Training, director to be named.

Administrative service divisions are: Business Services, Richard Carpenter; Special Services, director to be named; and Employer-Employee Relations, director to be named.

The Office of General Counsel, headed by Robert Chanin, will report to the executive secretary and the deputy executive secretary, as will the NEA budget, evaluation, governance, and planning offices.

The reorganization is designed, Lambert said, to accommodate more efficiently and effectively the changing needs of Association members as identified in the goals adopted by the NEA Representative Assembly. The changes also will give the Association more flexibility in pursuing programs determined by the goals, Lambert added.

names in the news

Representatives of the NEA Board of Directors last month laid a wreath on the grave of **A. C. Flora** during their meeting in South Carolina. Flora, long-time superintendent of the Columbia Public Schools and a past NEA president and chairman of the NEA Board of Trustees, died in March 1971.

Two NEA staff members have announced they will be candidates in forthcoming elections. **W. David Webb,** national correspondent for NEA in the Press, Radio, and Television Relations Division, has announced that he will be a candidate for Congress from the 8th Congressional District of Virginia. Webb, a resident of Alexandria, will run as an independent candidate. DuShane Fund Assistant Director **John Purdy** is a candidate for a seat on the Arlington (Virginia) County Board. Purdy will be on the ballot as an independent in the November election.

Anna Rankin Harris will retire as executive director of the National Association of Women Deans and Counselors on August 1.

The American Association for Health, Physical Education, and Recreation's Presidential Citations were presented in March to astronaut **James A. Lovell, Jr.,** consultant to the President, President's Council on Physical Fitness and Sports; to **Jean Mayer,** professor of nutrition at Harvard University School of Public Health; and to **Kenneth H. Cooper,** M.D., director of the Cooper Clinic and Research Foundation, Dallas.

New president-elect of the American Association of School Administrators is **William L. Austin,** Muskegon, Michigan, superintendent of schools. Austin assumed the post March 15 when **Paul A. Miller,** education program specialist of the U.S. Office of Education, became AASA president. The Michigan administrator will then move up to the presidency March 15, 1973.

Unsatisfactory conditions reported

Below is a current listing of names of school districts or systems where a state education association has notified members of the profession and the public that unsatisfactory educational conditions exist.

Association	District or System
• California Teachers Association	Alvord Unified
• California Teachers Association	Jefferson Elementary (Daly City)
• California Teachers Association	Lawndale Elementary
• California Teachers Association	Los Altos Elementary
• California Teachers Association	Los Banos Unified
• California Teachers Association	Madera Unified
• California Teachers Association	Ukiah Unified
• Idaho Education Association	Idaho Legislature
• Illinois Education Association	Decatur Dist. No. 61
• Minnesota Education Association	Appleton Public Schools
• North Dakota Education Assn.	Turtle Lake Public Schools
• Ohio Education Association	Logan City School Dist.
• Oklahoma Education Association	Claremore Junior College
• South Carolina Education Assn.	S. Carolina Public Schools
• Washington Education Association	Mossyrock Public Schools
• Washington Education Association	Renton Public Schools
• Washington Education Association	Shoreline Public Schools
• Washington Education Association	Washington Public Schools
• Washington Education Association	White River School Dist.

The Ohio Education Association on April 22 lifted sanctions from the Springfield Local School District, Mahoning County.

On April 24, the North Dakota Education Association removed sanctions from the Grand Forks Public Schools.

nea reporter

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Members vote this month

New York unification drive under way

All three NYSTA elected officers now come from unified locals. Edward Rodgers (right), NYSTA's 1st vice-president, congratulates his fellow local association members on their unification vote: David Hoover (left), president of the North Babylon Teachers Organization (NBTO); and Daniel McConnell, immediate past president and current chief negotiator for the NBTO. Rodgers also has served as NBTO president.

NEA East Coast Regional Office Director Rudy Lawton (left) congratulates Andrew DeMarco (center), president of the Associated Community College Faculties (ACCF), on his group's decision to unify three ways. At right is Sheridan "Bing" Carey, NYSTA's ACCF coordinator.

Green ribbons sprouted in April at the House of Delegates of the New York State Teachers Association, meeting in Albany. The ribbons, attached to delegate badges, signified locals which have unified "three-way" (local, NYSTA, NEA) in the Empire State.

Although three-way unification is a fact of life in most states (38 of the nation's 50 states are already fully unified), in New York State unification is still under way. But the proliferation of green ribbons represented the band-wagon growth of the movement.

At NYSTA's 1971 House of Delegates meeting last November, delegates voted to fully unify by September 1, 1973. But the green-ribboned April session went beyond that to approve merger with the United Teachers of New York (AFL/CIO)—and thus to pose a possible earlier date of May 1, 1973.

200,000+ teachers

If the merger is approved by a referendum of NYSTA's membership later this month, the newly merged state organization will bring into the local-state-NEA camp most of New York City's 70,000 teachers, plus most of the 150,000 teachers outside of New York City—all at the earlier May date.

NYSTA and NEA have been mounting an intense campaign to bring all of the state's locals into the three-way unified camp as soon as possible.

Launched in February, that campaign already has brought in some 140 locals representing around 70,000 of the state's 150,000 teachers.

Fully unified are NYSTA's three higher education affiliates—the Senate Professional Association, representing the 15,000 higher education professionals of the State University system; the Professional Staff Congress, representing the 15,000 faculty members of the City University system; and the Associated Community College Faculties, representing almost 2,000 teachers in the state's 19 two-year colleges.

With these unifications, all of higher education in New York now is totally unified. The campaign on the higher education level reflects a substantial growth in membership—from 1,500 in 1971 to 8,500 committed by 1973.

The president and the two vice-presidents of NYSTA also come from three-way unified locals—President Thomas Hobart from the Buffalo Teachers Federation, First Vice-President Edward Rodgers from the North Babylon Teachers Organization, and Second Vice-President Toni Cortese from the Rome Teachers Association.

The only answer

NYSTA President Hobart calls three-way unification "the only answer to the problems facing teachers and schools across the nation."

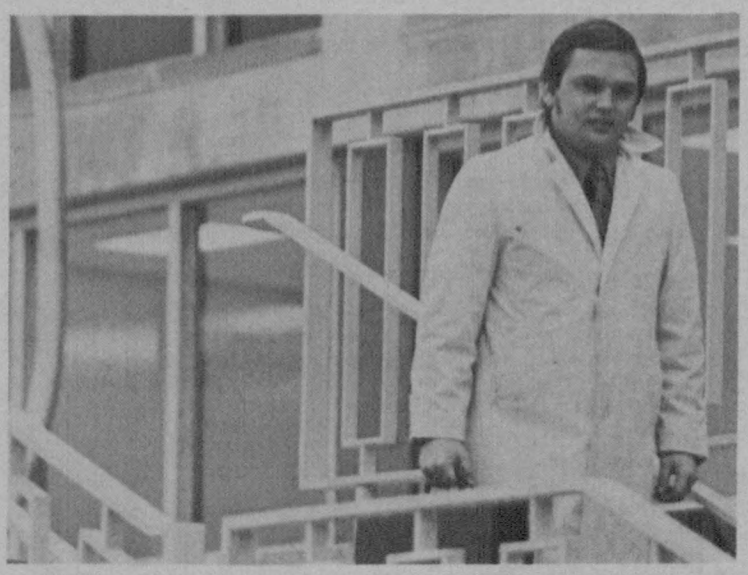
"We must speak and act together for the greatest possible clout," Hobart said. "That can only be achieved when teachers join the same organization—and at all levels."

The unification drive has produced an expansion of UniServ in the state. New York now has 19 UniServ representatives working out of local associations, clusters of locals, and NYSTA regional offices. When the state is fully unified, it will become eligible for more than 100 UniServ field representatives.

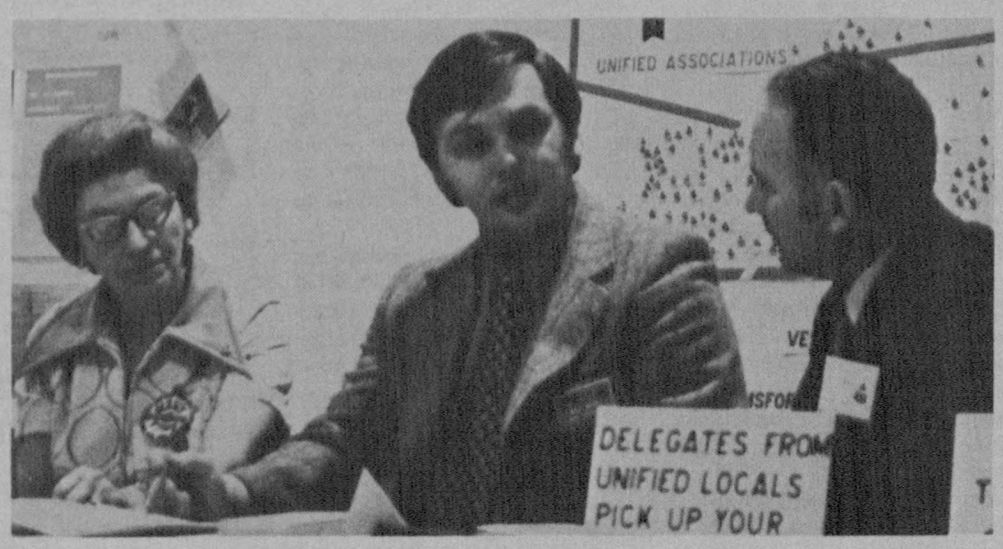
Dean L. Streiff, NYSTA's assistant executive secretary for regional field services, called the current campaign "a tremendous success." "More than 30 locals unified in one past week alone," Streiff noted.

"Teachers are more conscious than ever of the need for power to achieve the legitimate needs and aspirations of both teachers and children."

NEA East Coast Regional Director Rudy Lawton, who has been directing NEA staff efforts in New York, attended NYSTA's representative House last month and congratulated green-ribboned delegates.



UniServ Representative Daniel Mahoney works the field out of New York's Utica Unified Staff Service Center. When the state association becomes unified, it will be eligible for more than 100 UniServ workers throughout the state.



UniServ Representative Daniel Mahoney (center), at NYSTA's House of Delegates unification booth, discusses the three-way campaign with Ken Lowe, president of the Sauquoit Valley Teachers Association, and NYSTA Alternate Delegate Helen Lamb, Utica Teachers Association. Both delegates' associations have joined New York's 140 other unified locals.

NEA files brief in Denver desegregation case

NEA has filed a "friend of the court" brief with the U.S. Supreme Court in the first school desegregation case outside the South which the court has agreed to review.

Supporting Denver, Colorado, black and Mexican American parents who brought the suit, NEA and the Colorado Education Association are urging the Supreme Court to reverse a federal appeals court decision holding segregation of Denver core area schools constitutional.

U.S. District Court Judge William Doyle had earlier ordered systemwide desegregation of all Denver schools after finding that although core area school segregation was not purposeful, it resulted in unequal education for minority children. He also found that the Denver school board had deliberately segregated schools in the transitional areas of northeast Denver by various devices, including gerrymandering attendance area boundary lines, manipulating optional zones, and rescinding resolutions calling for integration passed by a former board.

The appeals court agreed that core school segregation, though not purposeful, resulted in educational inequality, but ruled that such segregation and inequality were not unconstitutional in absence of a discriminatory purpose. It upheld the lower court order for integration of transitional area schools due to deliberate segregation.

The NEA-CEA brief contends that both lower courts erred in compartmentalizing the issues and failing to consider deliberate transitional area segregation—and other evidence of board discrimination in faculty placement and provision of physical facilities—in determining whether the "neighborhood school" policy and resulting segregation in the core area had a discriminatory intent.

The brief asserts that once the board was shown to have discriminated in the transitional area, a presumption arose that the core area segregation was also deliberate and that the board should have been called on to show otherwise.

Even assuming nondeliberate core area segregation, the brief contends that the finding of unequal educational opportunities demands that underlying district policies be proved to serve a compelling state interest. The brief maintains that a mere incantation of the "neighborhood school" policy is no justification.

NEA's financing of preparation and filing of the brief is being borne by the DuShane Emergency Fund.

Population growth commission briefs NEA Executive Committee

The Commission on Population Growth and the American Future, chaired by John D. Rockefeller 3rd (above right), told the NEA Executive Committee recently of commission recommendations aimed at obtaining a stabilized population in the United States. Commission members and Executive Committee members also explored the role of the schools in population education. With Rockefeller above is NEA President-Elect Catharine Barrett and Douglass Stewart, director of community affairs for Planned Parenthood International. Sen. Robert Packwood (R-Ore.), a commission member who attended the session, told the Executive Committee about a bill he cosponsored—the Family Planning Services and Population Research Act of 1970.

Legislation...

(Continued from page 1)

has created an administrative problem within HEW that can only be solved by the separation of responsibilities for the three areas under its jurisdiction."

The Cabinet-level post has been advocated by NEA for several years. Sen. Abraham A. Ribicoff (D-Conn.) and Rep. Carl D. Perkins (D-Ky.) were the original sponsors of the NEA-backed legislation in the 92nd Congress.

The Equal Employment Opportunity Commission has released revised guidelines on discrimination because of sex. All employers, including labor organizations, employment agencies, and educational institutions are included under the jurisdiction of EEOC.

The status of all major education bills before the Congress is reported on page 8.

The commission interprets occupational qualification on the basis of sex very narrowly. For example, the commission regards promotion and seniority policies based on sex as illegal.

The commission considers unacceptable state protective laws and administrative practices "which prohibit or limit the hiring of females in certain occupations, in jobs requiring the lifting or carrying of weights exceeding certain prescribed limits, during certain hours of the night, for more than a specific number of hours per day or per week, and for certain periods of time before and after childbirth."

In the commission's view, disabilities caused by or contributed to by pregnancy, miscarriage, abortion, childbirth, and recovery are "temporary disabilities" which should be dealt with in the same manner as any other disability as far as sick leave, health insurance, seniority, reinstatement, and other personnel practices are concerned.

Whenever cases alleging discrimination on the basis of race, color, religion, sex, or national origin arise, EEOC is empowered to investigate and seek a settlement of the dispute. If no conciliation is reached, the commission may, in the case of private employer, bring a civil action. In the case of a public employer, the commission may ask the Attorney General to file the suit.

The NEA DuShane Emergency Fund Director, James T. Butler, said, "To comply with the guidelines thousands of school districts may have to reconsider present maternity leave policies which fail to recognize the wishes of teachers or the advice of their physicians on when they leave or return to the classroom.

"As the DuShane Fund has advocated in suits on behalf of individual teachers," he added, "pregnancy must now be treated by employers the same as other temporary illnesses in terms of leave time, seniority, tenure, reinstatement, and insurance benefits." Butler also said, "EEOC's position on discrimination against married women is expected to be effective in cases of unequal hiring, promotion, or tenure practice. The guidelines will also challenge regulations which prohibit hiring of spouses at the same school, department, or college."

Teacher leadership institutes open to association workers

Seven teacher leadership institutes, administered by the City University of New York, are now open to education association officers and staff throughout the nation.

The week-long institutes are supported by the Ford Foundation and the U.S. Office of Education. A national advisory council that includes NEA President Donald E. Morrison guides the program.

Subject matter of the institutes includes: education and income policy, education and social movements, education and the tax structure, education and urban development, educational innovations, formulating educational policy, and teacher education and certification.

A limited amount of money is available to pay travel and per diem expenses of trainees. The institutes will be held in Minneapolis; Portland, Oregon; New York City; Berkeley, California; Columbia, Maryland; Houston; Washington, D.C.; and Tampa, Florida.

The first two institutes will be held this summer, one on education and incomes policy August 14-19 and one on education and urban development August 27 through September 1.

Applications for the program are available from the office of the NEA president, NEA Center, and from NEA directors, state association executive secretaries, and UniServ representatives and urban executive directors around the nation. Applications may also be obtained directly from Teacher Leadership Program, The City University of New York, 1411 Broadway, New York, NY 10018.

Wisconsin votes to unify members

A 620 to 185 vote by the Representative Assembly of the Wisconsin Education Association this month made Wisconsin the 38th state association to approve unified professional membership. It becomes effective September 1, 1972. A two-thirds majority vote was needed.

Exec sec sought

The New York State Teachers Association is accepting applications for an executive secretary. Applications or inquiries may be sent to: Florence Vincent, chairman, Committee on Recruitment, NYSTA, 80 Wolf Road, Albany, NY 12205.

American Education Week

American Education Week is October 22-28. Packets of single copies of the new materials developed for this year's theme, "Make Education Top Priority," are now available. Included in each packet are the *Source Book for Speakers and Writers* and the *Observance Manual.*

Also available is a multimedia law information program: *Youth and the Law* (a taped question-and-answer lawyer-students session on a cassette) and *Your Child and the Law* (a package of 30 booklets).

To order the materials, fill out the form below.

TO: American Education Week Section 215
P.O. Box 327
Hyattsville, MD 20781

Quantity

.....(058-01968) AEW-72 Packet, $3 (Includes one Planning Guide)

.....(053-02026) AEW-72 Planning Guide ONLY, FREE

.....(058-02210) Multimedia Law Program, $12. No discount.

All orders must be prepaid except for those on your official institutional purchase order forms. Shipping and handling charges will be added to billed purchase orders. Quantity discounts: 2-9 copies, 10%; 10 or more, 20%. Make checks payable to the National Education Association.

Name .....

School or organization .....

Address .....

City ..... State ..... Zip.....

Total enclosed $.....

.....Purchase order attached.

Student NEA transforms concern into action

Throughout the country, individual education students have expressed deep concern for teacher education reform. For the past nine months, Student NEA has worked to transform this individual concern into group action.

Believing that the most effective way to activate teacher education reform was through certification change, the Student NEA Executive Committee developed its Integrated Program. The program has as its goal "certification requirements that measure teaching abilities and effectiveness, that license to teach those graduates whose abilities and effectiveness have been proved by their completion of teacher education programs which emphasize practical experience and performance in diverse cultural settings."

Objectives set

Three objectives were set for carrying out the program:

- Establishment of at least five Student NEA-funded Political Action Pilot Projects to lay the foundations for political solution to education problems, especially those dealing with certification requirements, legal undergirding of the teaching profession, and professional standards
- Establishment of at least seven Student NEA-funded Volunteer Early Experience Projects to provide opportunities for career exploration, skills testing, and multi-cultural awareness
- Establishment of at least two chapter Curriculum Change Projects to initiate and expand field experience opportunities offered by education departments.

The Student NEA Executive Committee approved five Political Action Pilot Projects: at the University of Florida (Gainesville, Florida); Neosho County Community Junior College (Chanute, Kansas); Tri-Colleges of Creighton University, College of St. Mary, and the University of Nebraska at Omaha (Omaha, Nebraska); Montclair State University (Garfield, New Jersey); and University of Portland (Portland, Oregon). Each chapter received funds for coordinator stipends, office expenses, printing, and transportation. Throughout the six months since selection, chapters have also received printed material, and consultant time of student leaders and staff.

Collectively, the chapters have registered 7,500 new voters, nearly half of whom were ethnic minorities. Particularly outstanding in the area of voter registration was the University of Florida. Volunteers at this chapter manned branch registration sites in shopping centers, dormitories, and high school classrooms to register 6,000 students and Gainesville residents. "We went where the people were and it paid off," said the project coordinator at the University of Florida.

The Student NEA Executive Committee chose seven chapters as sites for Volunteer Early Experience Projects and two chapters to implement Curriculum Change Projects. Chosen for early experience pilots were Grand Canyon College (Phoenix, Arizona), University of the Pacific (Stockton, California), University of Bridgeport (Bridgeport, Connecticut), Washburn University (Topeka, Kansas), Jackson State University (Jackson, Mississippi), State University College at New Paltz (New Paltz, New York), and North Carolina Central University (Durham, North Carolina). Selected for curriculum change pilots were Indiana University-Purdue University at Indianapolis (Indianapolis, Indiana), and Oregon College of Education (Monmouth, Oregon).

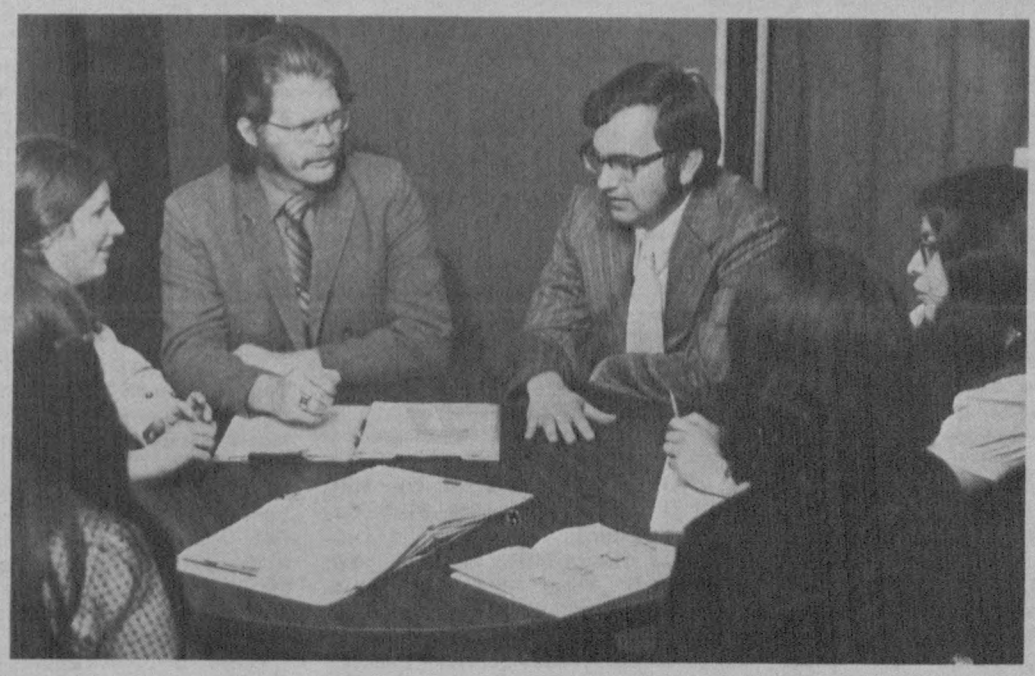
Results from these chapters have been as varied as the schools themselves. Programs at six of these schools have placed some 300 students in rural, urban, and suburban schools, day-care centers, youth agencies, reservations, detention homes, migrant worker agencies, and adult education classes.

Recruitment of students was especially noteworthy at University of the Pacific, where over the year coordinators placed 102 tutors in 12 culturally diverse schools throughout the community of Stockton, California. Nearly 25 of the tutors were engaged in bi-lingual education in this substantially Chicano-populated city.

To date, six of the Early Experience chapters have committed themselves to expansion on their own campuses. Negotiations are now under way at four of these colleges to incorporate these diverse field experience opportunities into education curriculum.

In addition, next year two state student associations—Kansas and Mississippi—will duplicate the projects at Jackson State and Washburn University throughout their respective states.

Joanne Butler, a sophomore at Grand Canyon College in Phoenix, Arizona, assists junior high school biology students as part of a Student NEA Volunteer Early Experience Project.



Student NEA leaders meet with Clyde Williams (right), executive director of the Stockton (California) Teachers Association, to discuss ways Student NEA members can work with Stockton teachers in tutorial programs. At left is Debbie Robinett, coordinator of the tutorial program; next to her is Student NEA President Frank Buress; at right is Ramona Palacioz, tutorial director.

Barbara Enquist, Student NEA political action coordinator in the Omaha, Nebraska, area, helps students prepare to register to vote. League of Women Voters' workers were also involved in this program.

Major decisions face Atlantic City Convention

(Continued from page 1)

and the staff of the newly authorized federal agency, the Special Action Office for Drug Abuse Prevention.

An NEA Task Force on Compulsory Education and Corporal Punishment is also shaping its recommendations for the Convention. Under consideration are more than 20 alternatives to physical punishment. Corporal punishment continues to be permitted in most states.

The Atlantic City meeting will consider the proposed new constitution and bylaws. The documents were originally drafted by a 485-member Constitutional Convention in Fort Collins, Colo., last summer and revised by the same group in Minneapolis in March.

If the documents are accepted by the Representative Assembly in June, an individual poll of the 1.1 million members will follow in November. The present timetable calls for the documents, if ratified, to go into effect in September 1973.

A featured speaker at the Convention will be Alex Haley, writer, lecturer, and co-author of Malcolm X's autobiography. Haley, author of "Before This Anger," which will be published this fall, will speak June 28.

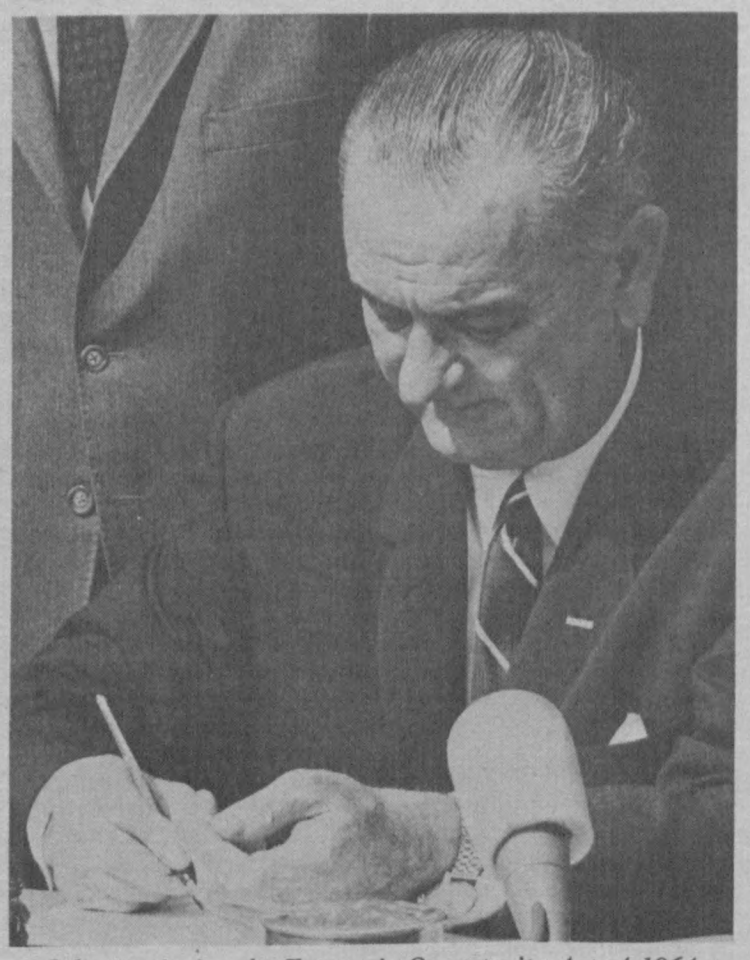
Those attending the Convention should bring a membership card which indicates unified or NEA membership. In addition, each NEA delegate should have in his possession the white temporary credential card given him by his local president or state executive secretary. Each ACT delegate should have in his possession the pink temporary credential card given him by the president of his local or state classroom teacher association.

Morrison

NEA President Donald E. Morrison has invited the major Democratic and Republican contenders for nomination for President of the United States to briefly address a special session of the NEA Representative Assembly on Thursday evening, June 29. Immediately following, the candidates will mingle informally with those present at a "White House Rally" reception designed to raise funds for political action.

Tickets to the "White House Rally" will be on sale in the exhibit area of the Convention Center and at other locations.

At the closing session June 30, Catharine Barrett, current NEA president-elect, will be installed as president.



Johnson signing the Economic Opportunity Act of 1964

Lyndon Johnson voted 'Friend of Education'

The NEA Board of Directors has voted to present the first annual Friend of Education Award to former President Lyndon B. Johnson. The presentation will be made during a special ceremony at the 1972 Convention.

The award, authorized last year by the Board of Directors, honors a person who has made a significant contribution to the betterment of education. The selection of Mr. Johnson as first recipient was recommended by a nomination screening committee of the Board of Directors: Wyley Elliott, Arkansas, chairman; Hubert Everly, Hawaii; Hollis Harrison, Alaska; Thomas Montgomery, New Jersey; and Margaret Simmons, New York.

The award consists of an engraved plaque and a specially designed item of jewelry. Award guidelines stipulate that the honor be given to one who, "through leadership, acts, and support has proven to be a true friend of education, educators, or students."

Wide range of exhibits set

Delegates to the Atlantic City Convention will have an opportunity to visit a wide range of exhibits, talk to exhibitors, trade ideas, and learn about new educational products.

The list of exhibitors at press time included the following:

Aetna Variable Annuity Life Insurance Co., Hartford, CT; American Education Publications/ A Xerox Co., Middleton, CT; American Gas Assn., Arlington, VA; American Institute for Foreign Study, Greenwich, CT; American Osteopathic Assn., Chicago; The Association for the Study of Negro Life and History, Inc., Washington, DC; Atlas Vertical Filing System Division, Cleveland; Bale Pin Co., Boston;

Barnell Loft, Ltd., Baldwin, NY; Barron's Educational Series, Inc., Woodbury, NY; Betsy Ross Co., Paoli, PA; Bowmaster, Inc., Minneapolis; Boy Scouts of America, North Brunswick, NJ; CCM Arts and Crafts, Inc.; Charles B. Slack, Inc., Thorofare, NJ; Cherrydale Farms Confections, Philadelphia; Coco-Cola USA, Atlanta, GA; The Combined Book Exhibit, Inc., Briarcliff Manor, NY;

ED/EX'72 *The New Things*

The Combined Paperback Exhibit, Inc., Briarcliff Manor, NY; The Continental Press, Inc., Elizabethtown, PA; Dick Blick Co., Galesburg, Il; Division of Dental Health/NIH, Bethesda, MD; Early Years Magazine, Darien, CT; Education Achievement Corp., Waco, TX; Educational Testing Service, Princeton, NJ; Educator and Executives Insurance Companies, Columbus; Encyclopaedia Britannica, Inc., Chicago;

F. E. Compton Co., Chicago; Fischer of America, Inc., Montclair, NJ; Freedoms Foundation at Valley Forge, Valley Forge, PA; Gestetner Corp., Yonkers, NY; Government Employees Insurance Co., Washington, DC; Hayes School Publishing Co., Inc., Wilkinsburg, PA; Highlights for Children, Inc., Columbus; Horace Mann Educators, Springfield, IL; Internal Revenue Service, Washington, DC; Jero Sales, Drexel Hill, PA;

LeCrone Rhythm Record Sales Co., Oklahoma City; Lorraine Music Co., Long Island City, NY; Mac-Wes Educational Consultants, Jacksonville, FL; Media Fair, Stirling, NJ; National Center for Educational Statistics, Washington, DC; National Headquarters Selective Service System, Washington, DC; National PTA, Chicago; New Hermes Engraving Machine Corp., New York;

Office of Civil Defense, OSA,

(See EXHIBITS, page 9)

Day-by-day events of the Atlantic City Convention

SATURDAY, June 24

9 A.M.
NEA registration and exhibits open
ACT registration opens
ACT open hearing
State and professional services exhibits open

11:30 A.M.
ACT state delegation meetings

12 Noon
Home Economics

2 P.M.
ACT Representative Assembly—first session

7:30 P.M.
ACT Representative Assembly—second session

SUNDAY, June 25

9 A.M.
ACT registration

10 A.M.
ACT state delegation meetings

12:45 P.M.
ACT voting begins

1:30 P.M.
ACT Representative Assembly—third session

7:30 P.M.
ACT Representative Assembly—fourth session

MONDAY, June 26

7 A.M.
State delegation breakfasts and/or meetings

8 A.M.
Center for Human Relations Educational Travel

8:30 A.M.
NEA Special Services
Open hearings: budget, Professional Rights and Responsibilities (Proposed Bill of Teacher Rights), Task Force on Drug Education

9 A.M.
Legislative Commission, Citizenship, Educational Finance
Art Education

9:30 A.M.
Public Relations Workshop

10 A.M.
Open Hearing: Con Con
Future Teachers of America

12 Noon
Open hearing: bylaws and rules

2 P.M.
Open hearing: resolutions

4 P.M.
Board of Directors meeting

8 P.M.
Friendship (Candidates) night

10 P.M.
Commercial exhibits close
State and NEA professional services center exhibits close

TUESDAY, June 27

7 A.M.
State delegation breakfasts and/or meetings

9:30 A.M.
First business meeting
Preliminary reports: Credentials Committee; Committee on Elections
Nominations and presentation of candidates for NEA office

2:30 P.M.
Second business meeting
Reports of the executive secretary; treasurer
Task Force reports: Drug Abuse, Compulsory Education and Corporal Punishment, Council—Instruction and Professional Development, Social Studies Curriculum, Minority caucuses
Proposed bylaw changes

5 P.M.
NEA delegate registration closes

6 P.M.
Human Rights award dinner

WEDNESDAY, June 28

7 A.M.
State delegation breakfasts and/or meetings

9:30 A.M.
Third business meeting

12 Noon
Deadline for all formal amendments to Con Con

2:30 P.M.
Fourth business meeting
Report of president
Report of Con Con and special rules for debate on Con Con proposal

8 P.M.
Special purpose (volunteer participation) evening meeting—Alex Haley, guest speaker

THURSDAY, June 29

7 A.M.
State delegations breakfasts and/or meetings

9:30 A.M.
Fifth business meeting

2:30 P.M.
Sixth business meeting
Report of Budget Committee
Friend of Education Award

8 P.M.
Special purpose (volunteer participation) evening meeting—Candidates for national Presidential office (front runners)

FRIDAY June 30

7 A.M.
State delegation breakfasts and/or meetings

8 A.M.
Polls open

9:30 A.M.
Seventh business meeting

12 Noon
General registration closes

2:30 P.M.
Eighth business session
Presentation of new officers
Address of new president

3 P.M.
Polls close

Adjournment

Seven candidates announce for NEA offices

DONALD F. WILSON
For Vice-President (President-Elect)

Don, a junior high classroom teacher, is immediate past president of NEA's Association of Classroom Teachers; vice-chairman, National Foundation for the Improvement of Education; progressive leader in the Ohio Education Association; and past-president of the Parma Education Association.

Don has demonstrated:

Courage in his local—making it among the first in Ohio to employ full-time, professional staff.

Conviction in Ohio—influencing political action which resulted in sweeping tax reform for educational funding.

Commitment—to NEA—heading its largest department promoting classroom teacher, minority, and student membership involvement in the Association.

Don Wilson—classroom teacher candidate—courageous, convinced and commited to solving the problems facing members, locals, and states.

HELEN WISE
For Vice-President (President-Elect)

WISE ACTIVIST RECORD . . . a junior high public school social studies teacher and program developer for slow learners . . . a local association salary chairman who won one of the first Pennsylvania negotiations agreements . . . PSEA president . . . secondary section PSEA DCT president . . . Con Con delegate . . . Pennsylvania PACE charter founder . . . National Foundation for Improvement of Education . . . Pennsylvania Speaker of the Year . . . NCSEA president.

WISE ACTIVIST PROGRAM . . . to make NEA the dynamic, visible, audible spokesman for teachers . . . to win increased federal funding . . . to achieve human rights programs aimed at bringing children and teachers of all backgrounds and races together . . . to build strong, aggressive locals; powerful state associations; a politically potent, unified NEA.

WISE PLEDGE . . . action programs that make a difference.

FRAN CARNOCHAN
For Executive Committee

The New Jersey Education Association proudly presents its immediate past-president Fran Carnochan for the NEA Executive Committee. A guidance counselor at the Trenton (N.J.) Central High School, Fran was 1968 chairman of the NEA Legislative Commission and a member of the NEA's Task Force on a National Political Structure. Last year, as vice-president for elected presidents, she represented the National Council of State Education Associations at Con Con.

As a strong state association leader, Fran brought New Jersey through a strenuous unification campaign that guaranteed UniServ staffing to every local affiliate in her state.

A graduate of Trenton (N.J.) State College, Fran has served as a local association president, as a county legislative coordinator, and as a frequent NEA delegate.

NICK DUFF
For Executive Committee

A social studies teacher in Minnetonka, Minnesota, Nick Duff is on the NEA Executive Committee and Board of Directors. He has been president of the Minnetonka Teachers Association, the Minnesota Education Association and NCSEA. Nick served as chairman of the Minnesota Professional Teaching Practices Commission, the NEA PR&R Commission, and the Task Force on Assembly Representation. Active in lobbying for teacher bills, Nick helped create Minnesota's Political Action Committee. He is active in human relations at all levels and served on the NEA Human Relations Council.

Nick Duff is working for creation of more effective teamwork among all levels of the association, with responsibilities defined and resources provided for each level. Nick Duff graduated from Yale and holds a master's degree from the University of Minnesota.

Standing Rule 10

NEA Standing Rule 10, on "Advance Filing and Publicity," makes the following provisions:

"Individual members or affiliates of the NEA planning to nominate a person for vice-president, treasurer, or member of the Executive Committee, may file their intention in writing with the executive secretary of the NEA, along with a statement of consent of the candidate and picture and biographical data of the candidate.

"The executive secretary of the NEA shall cause to be published in an NEA publication sent to active members a picture and biographical statement of each candidate who has the endorsement of his state association and/or an affiliated Department within his state, and who has filed and presented such data by March 1. Distribution and display of campaign literature shall be restricted to the year of the nominee's candidacy."

THE REPORTER *here presents pictures and biographical statements (submitted by their sponsors) of candidates for vice-president (president-elect) and for Executive Committee whose sponsors have met the requirements stipulated in Standing Rule 10.*

ROBERT R. GOULD
For Executive Committee

Robert Gould graduated from Northwest Missouri State College in 1961 with a B.S. degree. A Phi Delta Kappan, he has done graduate work at the universities of Colorado, Missouri, and California and is currently in an advanced degree program at Greeley. Bob's depth of experience at all levels of the profession makes him unusually well qualified to serve on the Executive Committee of the National Education Association. His local experience includes terms as President and Chief Negotiator for the Denver Classroom Teachers Association. Outstanding among services to his state was his address to a joint session of the Colorado Legislature on educational finance.

Currently, Bob is serving the profession as President of the National Council of Urban Education Associations and is a full-time classroom teacher of junior high school mathematics.

RAMÓN HUERTA
For Executive Committee

The Albuquerque Classroom Teachers Association and the New Mexico Education Association proudly endorse the candidacy of Ramón Huerta for the Executive Committee of the National Education Association.

Ramón has long been active on the state and local levels, serving on various commissions and committees and holding many elective positions. He is presently an area vice-president of ACTA and was previously on the Executive Committee as treasurer of his local. He also holds positions on the Board of Directors of the New Mexico Education Association and the New Mexico Association of Classroom Teachers.

On the national level, Ramón has served as minority representative on the ACT Advisory Council and was a delegate to Con Con. He is also a member of the Joint Commission of ACT and AASA.

WADE WILSON
For Executive Committee

Wade Wilson, nationally known educator and president of Cheyney (Pa.) State College, active for over 30 years as teacher, administrator, lecturer, writer, curriculum consultant, professional and civic leader, seeks reelection to the NEA Executive Committee. A native of Alabama, reared in Pennsylvania, he has degrees from Cheyney State (B.S.), Penn State (M.Ed.), and NYU (Ed.D.).

As a teacher of industrial arts education for many years at four colleges, Wade played a leading role in developing programs, curriculums, and literature in his field. This role is continued at Cheyney and the colleges of Pennsylvania.

A leader in numerous local, state, and national educational organizations, he has served as president of the Pennsylvania State Education Association, chairman of the National Education Association's Task Force on Human Rights, and member of other NEA committees.

Classroom Teachers Assembly will open June 24

The Representative Assembly of the Association of Classroom Teachers, NEA, will hold the first of four sessions on Saturday afternoon, June 24, in Atlantic City. Other sessions will be held Saturday evening, Sunday afternoon, and Sunday evening.

Delegates to the ACT Representative Assembly will register at the same time they register for the NEA Representative Assembly. ACT registration will be from 9 a.m. to 5 p.m. Saturday and from 9 a.m. to 12:30 p.m. Sunday.

Classroom teacher activities scheduled for convention week are the following:

Advisory Council Meeting—Algiers Hotel, Teak Room, Friday, June 23, 9 a.m.

Open Hearing on ACT Resolutions — Convention Hall, Boardwalk Level, Main Arena, Saturday, June 24, 9-11 a.m.

State Classroom Delegations—(See official program for location of state meetings.) Saturday, June 24, 11:30 a.m.-12:30 p.m.

ACT Representative Assembly—Convention Hall, Boardwalk Level, Main Arena, Saturday, June 24, 2-5:30 p.m. and 7:30-10 p.m.

ACT Open House and Candidates' Forum—Convention Hall, Rooms H & J, Saturday, June 24, 10 p.m.-midnight.

State Classroom Teacher Delegations—(See official program for location of state meetings.) Sunday, June 25, 10 a.m.-12 noon.

Elections—Convention Hall, Room G, Sunday, June 25, 12:45-3:30 p.m.

ACT Representative Assembly (cont'd)—Convention Hall, Boardwalk Level, Main Arena, Sunday, June 25, 1:30-5:30 p.m. and 7:30 p.m. till close of business.

Advisory Council Meeting—Convention Hall, Room L, Tuesday, June 27, through Friday, June 30, between NEA Convention sessions.

Candidates announce

Delegates to the 1972 ACT Representative Assembly in Atlantic City will elect a president-elect, a vice-president, a secretary, and three regional directors.

Nine candidates have officially notified ACT of their intention to run for office. Classroom teachers may continue to declare their candidacy up to the time of the Representative Assembly; names of candidates received after May 1, however, will not be printed on the ballot. Nominations may also be made from the floor of the ACT Representative Assembly.

Candidates for president-elect are Charles Campbell, Hawaii, current vice-president of ACT; Richard Dellinger, Indiana, president, Indiana Classroom Teachers Association; and Bhagwati Poddar, Ohio.

Judy Behnke, Missouri, secretary of ACT, is running for vice-president.

Warren Packer, Arizona, past president of the Association of Classroom Teachers of the Arizona Education Association, is running for secretary.

Three regions will choose directors for three-year terms of office. For Mid-Atlantic regional director, the candidate is Daisy Moody, Virginia, past president, Association of Classroom Teachers of the Virginia Education Association. Marjory Sharp, Kansas, ACT advisory council member, is running for South Central regional director. Two candidates are vying for the position of Southeast regional director: Emma Hope, South Carolina, past president of the South Carolina Association of Classroom Teachers; and Ruth Jones, North Carolina, president, North Carolina Association of Educators.

Status of major education bills as of May 15—second session—92nd Congress

Bills & Committee Assignment	House	Senate	Provisions
Department of Education HR 2356 (Government Operations) S 1485, S 3464 (Government Operations)	In Committee	In Committee	Creates a cabinet-level Department of Education to administer all federal education programs and to give education a top-level spokesman.
Collective Bargaining S 600 (Labor & Public Welfare) HR 9324 (Education & Labor)	Hearings completed	In Committee	Requires teachers and school boards to bargain in good faith and establishes an independent agency to regulate the process.
Mobile Teachers Retirement Act HR 10216 (Education & Labor) S 2082 (Labor & Public Welfare)	In Committee	In Committee	Permits teachers to move across state lines without losing all retirement benefits.
Medicare for Teachers HR 1 Sec. 202 (Ways & Means) S 880 (Finance)	Passed 6/22/71	Markup in progress	Extends Medicare coverage to teachers not presently covered, through agreements between HEW and state governments.
Retirement Income Tax Credit HR 1, Sec. 532 (Ways & Means) S 316 (Finance)	Passed 6/22/71	Markup in progress	Amends the Internal Revenue Code concerning tax treatment of retired teachers and others whose income is derived from sources other than Social Security.
Special Revenue Sharing for Education HR 7796 (Education & Labor) S 1669 (Labor & Public Welfare)	Hearings completed	In Committee	Administration proposal to repeal over 30 categorical education programs and redistribute $3 billion under five broad categories: aid to the disadvantaged, impact-aid, vocational education, education for the handicapped, and special support services.
Department of Human Resources HR 6963 (Government Operations) S 1432 (Government Operations)	In Committee	In Committee	Administration plan to replace HEW with a Human Resources Department. Education programs would be regrouped and operated along with manpower and social service programs.
General Education Assistance Act of 1971 HR 1491 (Education & Labor)	In Committee		Authorizes $100 per school-age child to states for increasing teacher pay and meeting other urgent needs; provides added $2.5 billion for poor states.
Copyright Revision S 644 (Judiciary)		In Committee	Overhauls 1909 law. Sets standards for "fair use" of copyrighted materials for educational purposes.
Voter Registration HR 12016 (Post Office & Civil Service) S 2574 (Post Office & Civil Service)	Hearings in progress	Tabled 3/15/72	Provides for voter registration through mailed cards and extends 30-day residency provision to all federal elections.
Economic Opportunity Extension HR 12350 (Education & Labor) S 3010 (Labor & Public Welfare)	Passed 2/17/72	Reported 5/15/72	Extends Economic Opportunity Act for two years; authorizes $1.5 billion for Head Start program for Fiscal 1972 and 1973.
Higher Education HR 7248 (Education & Labor) S 659 (Labor & Public Welfare)	Passed 11/4/71 In Conference	Passed 3/1/72	Expands and revises most higher education laws. Creates new programs of institutional and student aid.
National Institute of Education HR 7248 (Education & Labor) S 659 (Labor & Public Welfare)	Passed 11/4/71 In Conference	Passed 3/1/72	Creates an educational research institute to promote educational experimentation and reform.
Occupational Education HR 7248 (Education & Labor) S 659 (Labor & Public Welfare)	Passed 11/4/71 In Conference	Passed 3/1/72	Increases federal support for career (vocational) education and counseling at both the high-school and post-high-school level.
Ethnic Heritages Studies HR 7248 (Education & Labor) S 659 (Labor & Public Welfare)	Deleted from bill 11/4/71 In Conference	Passed 3/1/72	S 659 authorizes $30 million over two years for ethnic cultural heritage studies. Grants could be used to develop curriculum and train teachers.
School Desegregation HR 7248 (Education & Labor) S 659 (Labor & Public Welfare)	Passed 11/4/71 In Conference	Passed 3/1/72	Provides $1.5 billion over two years to aid nationwide school desegregation.
Comprehensive Indian Education Act S 2724 (Interior and Insular Affairs)		Hearings completed	Establishes a National Board of Regents for Indian Education in the Interior Department; provides grants for improving the education of Indian children, teacher education, and for school construction on or near Indian reservations.
Equal Employment Opportunities Commission HR 1746 (Education & Labor) S 2515 (Labor & Public Welfare)	Signed by President 3/24/72 P.L. #92-261		Brings teachers under EEOC and gives agency power to bring suit against private employers and request U.S. Attorney General to sue public employers.
Equal Rights Amendment HJ Res. 208 (Judiciary)	Passed 10/12/71	Passed 3/8/72	Constitutional amendment giving women equal rights. Ratification required by 38 states. Ratified by 17 states.
Metric Conversion S 2483 (Commerce)		Hearings completed	Provides for a national program to make the international metric system the official and standard system of measurement in the U.S. within ten years.
Equal Education Opportunity HR 13915 (Education & Labor) S 3395 (Labor & Public Welfare)	Hearings in progress	Hearings in progress	Administration bill for assistance to school districts in process of desegregating.
Student Transportation Moratorium HR 13916 (Judiciary) S 3388 (Judiciary)	In Committee	In Committee	Halts Federal busing court orders and certain desegregation plans under Title VI of the 1964 Civil Rights Act.
Comprehensive Head Start, Child Development, and Family Services Act 1972 S 3193, 3228 (Employment Manpower and Poverty)		Reported 5/15/72	Provides assistance for voluntary pre-school, day care, and child development services based in part on the Head Start program.
Vietnamese Veterans HR 14828 (Veterans Affairs)	Passed 3/6/72	Hearings in progress	Increases Vietnamese veterans educational benefits.

Major Bills Enacted: U.S. Office of Education Appropriations (PL 92-48), signed 7/9/71, providing $5.02 billion for USOE-administered programs in fiscal 1972; 18-Year-Old Vote (26th Amendment to the U.S. Constitution), ratified 6/30/71; Public Service Employment Act (PL 92-54), providing $2.25 billion for 150,000 federally backed jobs in the public sector for fiscal 1972 and 1973; School Lunch (PL 92-153), signed 11/5/71, directs USDA to provide free or reduced price lunch to all needy children; Copyright Amendment (PL 92-140), signed 11/15/71, creates limited copyright in sound recordings; Economic Stabilization Act (PL 92-210), signed 12/22/71, extends presidential authority to impose wage and price controls until April, 1973, also grants teachers retroactive pay increases.

current

What's going on in TV, radio, press, and national magazines

Television

(All times Eastern)

Oceans—Monday, May 29, ABC-TV, 8 p.m.—An exploration of the world's oceans and the damage being done to them by pollution.

A Sound of Dolphins—Friday, June 16, ABC-TV, 8 p.m. The Undersea World of Jacques Cousteau studies the dolphin's communication abilities. Recommended for viewing by NEA.

The Goalkeeper Also Lives on Our Street—Saturday, June 17, CBS-TV, 1 p.m.—CBS Children's Film Festival. A universal tale of a young boy's dream of glory.

Prison in the Streets—Monday, June 26, ABC-TV, 8 p.m. An ABC News Inquiry—not about prison reform for juvenile offenders, but about the possible alternatives to a system that has failed.

NBC News Documentary—Tuesday, June 27, NBC-TV, 8:30 p.m. A study of this country's "new breed" of young blue-collar workers.

The Life of Leonardo da Vinci—Part I, Sunday, August 13, CBS-TV, 9 p.m. First of a five-part series of specials on the renowned Florentine artist whose genius in the fields of art and science brought his Renaissance world to the threshold of modern times. *Part 2—Sunday, August 20, 9:30 p.m. Part 3—Sunday, August 27, 9:30 p.m. Part 4—Sunday, September 3, 9:30 p.m. Part 5—Sunday, September 10, 9 p.m.*

PLEASE NOTE: Three outstanding documentaries dealing with education have been produced by Westinghouse Broadcasting Company. To date, they have been scheduled for broadcast in only six major cities (New York, Pittsburgh, Philadelphia, Baltimore, Boston, and San Francisco). The titles of the broadcasts are: "Busing: Some Voices from the South," "Class . . . and the Classroom," and "A Chance for a Lifetime." Considering the high quality of the broadcasts, it is suggested you contact your local television stations and urge them to arrange with the Westinghouse Broadcasting Company, 90 Park Avenue, New York, New York, to have the documentaries aired on your local stations.

Magazines

(May issues)

Parents' Magazine—*Special issue*: "What's Being Done for American Children: Are We Measuring Up to Their Needs?"

Saturday Review—*(May 27 issue)*: "Class . . . and the Classroom"—'The Duluth Experience,' by Dick Hubert. "Classroom Integration: A Fundamental Break with the Past," by James S. Coleman. "What Are the Real Risks When a School Tries To Change?" by Herbert Kohl.

(June issues)

Reader's Digest—"Busing: The Best Answer?" "Take Me Home," by Lester Velie. The second in a series of articles on the juvenile-court systems in the United States. "Free, at Last, To Learn," by Bert Kruger Smith, condensed from *American Education.*

With DuShane help

Black educators win court cases

Several black educators, aided by NEA, won victories recently in federal courts.

Two black tenured Richland Parish, Louisiana, teachers who alleged in federal court that racial discrimination motivated their dismissals were recently ordered reinstated with full back pay. Both teachers were assigned for the first time to teach in integrated schools as a result of court-ordered faculty desegregation and were dismissed following tenure hearings.

Ollie Cornist, a social studies teacher, was dismissed after playing in her seventh grade class an HEW record on integration which contained profane language. Elvert Chisley, an experienced chemistry teacher and the highest paid teacher in the system, was assigned to teach at a predominantly white school and then dismissed.

In recent rulings in Alabama, Julia Ford, a Phenix City teacher, was ordered reinstated with tenure for next September, and Della Goodon was returned in March to her teaching position in the Hale County school system. Both teachers were forced to discontinue teaching during pregnancy, losing their tenure rights. They filed a class action suit with three other teachers last year, charging that the failure and refusal of the boards to grant leaves of absence for maternity is discrimination on the basis of sex and that lack of an equitable maternity leave policy is a denial of equal protection of the law. The court denied the class action aspect of the suit in February.

The NEA DuShane Emergency Fund provided subsistence payments to the Louisiana teachers involved, and in addition, paid a portion of the legal expenses in both suits.

Via NEA-Borg-Warner

Autos can be leased for use this summer

The national NEA manager of NEA-Borg-Warner Leasing said this month that his offices would "do their utmost" to ensure prompt delivery of cars for this summer's vacations.

"If you return the coupon on this page immediately to the nearest NEA-Borg-Warnr Leasing office," R. J. Malloy said, "we will do our utmost to get delivery of the car of your choice to you before your planned vacation."

Malloy also said that his offices would try to make leasing a new car as pleasant as possible. "Just complete the coupon and we'll supply the car," Malloy said.

"The best way to see the U.S.A. could be in a Borg-Warner leased auto," he added. "With only $150 deposit you can take delivery on a new car that can make the trip of your dreams in air-conditioned comfort."

Auto leasing offices that serve NEA members

West Coast area:
1507 N. Tustin Avenue
Santa Ana, CA 92711
(714) 558-0363

Southeastern area:
5444 Bay Center Drive
Tampa, FL 33622
(813) 879-0743

Mid-Central area:
4001 W. Devon
Chicago, IL 60646
(312) 282-6200

North-Central area:
17350 W. Ten Mile Road
Southfield, MI 48075
(313) 557-5802

Central area:
8340 Watson Road
St. Louis, MO 63119
(314) 849-1131

Mid-Atlantic area:
725 Providence Road
Charlotte, NC 28201
(704) 372-9573

Southwestern area:
932 Twin Towers South
8585 N. Stemmons Freeway
Dallas, TX 75247
(214) 634-2410

Northeastern area:
1651 Old Meadow Road
McLean, VA 22101
(703) 893-1431

NEA-Borg-Warner Instant Lease Program

- ☐ Please order my car now. A $150 security deposit is attached.
- ☐ Please locate a car in stock. A $150 security deposit is attached.
- ☐ Please forward insurance application.
- ☐ Please send me information on the car I have selected.

Car desired

Make ..... Model .....

Body Type .....

Preferred Color:

Exterior..... Interior.....

Options:

Engine: (six)..... (eight).....

Automatic Transmission..... Power Steering.....

Power Brakes..... Radio: AM..... FM..... Stereo.....

Air Conditioning..... Tinted Glass.....

WW Tires..... Wheel Covers.....

Vinyl Interior..... Vinyl Roof.....

Floor Carpeting..... Floor Mats.....

Additional Options:

.....

24 months..... 36 months .....

mail to nearest NEA-Borg-Warner office

NEA-recommended TV show wins award

"Make a Wish," an NEA-recommended children's television program produced by ABC News, has won the Peabody Award for excellence in children's programming. NEA consultant on the program, Maureen Miletta (above), is a Great Neck, Long Island, New York teacher. Looking over scripts with her is Lester Cooper, creator, executive producer, and writer of the series. "Make a Wish" has been renewed and new programs will be seen starting in September at 11:30 a.m. (EDT) Sundays.

Will study UniServ

Colorado president wins Carr award

Wallace K. Sherertz, 1971-72 president of the Colorado Education Association, has been named recipient of this year's William G. Carr Scholarship Award.

Sherertz, currently working on his master's degree, will write his thesis on the effects of the NEA UniServ program on the conduct of teachers' associations at the local, state, and national levels.

Named in honor of former NEA Executive Secretary Carr, the award is given in two categories—international education and strengthening of independent professional organizations.

Categories in which the award is given alternate from year to vear. Sherertz qualified as an officer of a state association who is pursuing or completing graduate work designed to improve some aspect of professional association work.

Application deadline for next year's William G. Carr Award is February 1.

Exhibits...

(Continued from page 6)

Washington, DC; Plastics Manufacturing Co., Dallas; Princeton Playthings, Inc., San Jose, CA; Publishers for Conventions, Allison Park, PA; Ramar Health Products Co., Newton Square, PA; Scholastic Magazines & Book Services, New York; Social Security Administration, Baltimore; Suburban School, Photo Co., Inc., Cornwells Heights, PA; Travelers Insurance Co., New York; United Nations Publications, New York; United States Air Force, Randolph AFB, Texas; U.S. Army Recruiting Command, Hampton, VA; U.S. Department of the Navy, Washington, DC; Universal Athletic Sales Co., Fresno, CA; Valda Sales Co., Inc., Philadelphia; Wee Wisdom Magazine, Unity Village, Missouri; Xerox Education Group, Stamford, CT; the Zaner-Bloser Co., Columbus, OH.

NEA Travel

Summer's 'Hawaiian Love Affair' still open

There's still time to be among the happy crowd who will be enjoying a vacation in Hawaii this summer. If you like sheer luxury when it comes to hotels, sunny days combined with star-studded, balmy nights and some of the most breathtaking scenery in the world, Hawaii is the place for you.

Offered for the first time last summer, NEA's 15-day *Hawaiian Love Affair* tour of four Hawaiian islands was so popular that it is again available to NEA members, their families and friends.

1st Day—Saturday, Mainland — Hilo, Hawaii — Your royal treatment will begin the moment you step aboard Northwest Orient's ultraluxurious 747 jet for your champagne flight to Hawaii. After the traditional flower lei greeting in Hilo, you'll be whisked away to your luxury hotel on lovely Hilo Bay.

2nd Day — Sunday, Hilo-Kona, Hawaii—City tour of Hilo and Hawaii National Park. Luncheon in the famous Volcano House.

3rd Day — Monday, Kona, Hawaii—Free day.

4th Day—Tuesday, Kona-Maui—Short flight to the island of Maui, the "Valley Isle." Early afternoon arrival at your deluxe hotel on Kaanapali Beach.

5th Day—Wednesday and 6th Day—Thursday, Maui—Free days.

7th Day—Friday, Maui—Honolulu, Hawaii—Short flight to Honolulu, where you will be transferred to the fabulous Hilton Hawaiian Village Rainbow Towers on the beach at Waikiki, which will be your home in Honolulu.

8th Day—Saturday, Honolulu—Morning city tour. Afternoon and evening free.

9th and 10th Day—Sunday and Monday, Honolulu—Free days.

11th Day—Tuesday, Honolulu—Enjoy world-famous Kodak Hula Show in morning. Afternoon and evening free.

12th Day — Wednesday, Honolulu-Kauai—Morning flight to nearby Kauai, the "Garden Isle," for a three-mile ride on a river launch, terminating in the hauntingly beautiful Fern Grotto.

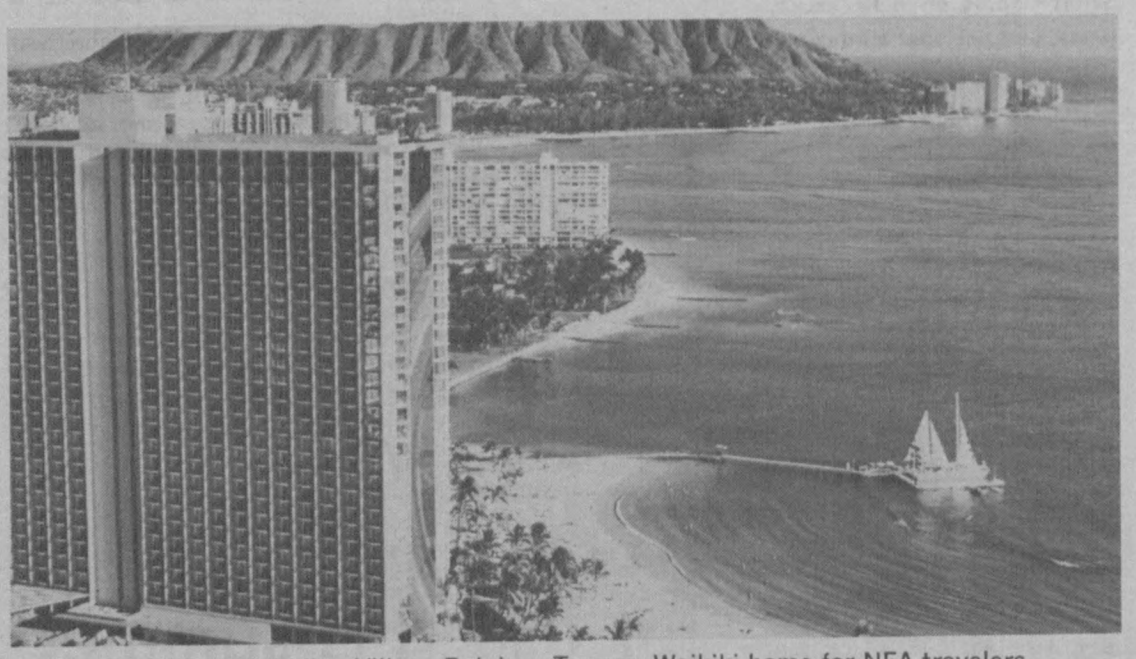
13th Day—Thursday, Kauai—Free day.

14th Day—Friday, Kauai—Honolulu—Free day until your return flight to the Mainland.

15th Day—Saturday, Arrive Mainland—Home again this morning, filled with unforgettable memories of one of the most wonderful vacations in the world, your "Hawaiian Love Affair."

Five departure dates are available: HL-1 (June 10-24), HL-2 (June 24-July 8), HL-3 (July 1-15), HL-4 (July 15-29), HL-5 (August 5-19). Price is $599 plus $38 tax and service from Chicago, Cleveland, Detroit, Milwaukee, Pittsburgh, Minneapolis/St. Paul, Los Angeles, San Francisco, Seattle and Portland. From Philadelphia, New York, Washington, and Atlanta, the price is $619 plus $41 tax and service.

To reserve space, complete the application form and mail immediately with your deposit check.



The Hilton Hawaiian Village Rainbow Towers, Waikiki home for NEA travelers

Application for Hawaiian Love Affair Tour Reservation

Applications for reservation will be accepted in the order of receipt when accompanied by a deposit of $200 per person. Deposits will be applied toward full tour price, with balance due six weeks prior to scheduled departure. Make checks payable to NEA, and mail to the Educational Travel Division, NEA, 1201 16th St., N.W., Washington, DC 20036.

Please reserve ..... spaces on ..... (code letters of tour) departing ..... (city)

on ..... (date) Enclosed is deposit of $..... School Phone

..... (include area code)

Name(s) .....
(Please attach separate sheet with full names & addresses for all spaces requested.)

Address ..... (street) (city) (state) (zip)

Signature ..... Date .....

Preview of NEA travel, Christmas 1972

The NEA Educational Travel Division is planning its most extensive Christmas program ever for 1972. Sixteen complete tours and five flights for just transportation have already been scheduled.

It's not too early to start making your plans for the holidays, for Christmas tours always fill quickly. To apply, send name, address, code number of tour desired, number of spaces needed, and deposit of $100 per person to: NEA Travel Division, 1201 16th St. N.W., Washington, DC 20036. (NEA membership six months prior to departure is required on tours indicated with *. Members of the immediate family are also eligible.)

TOUR	DATES	DESCRIPTION and PRICES
* **Vermilion Velvet** (XLT-1) (London Theatre Tour)	12/23-1/1	Spend Christmas surrounded by the plush elegance of the Royal Horseguards and Westminster Hotels. $430 from New York.
* **Vermilion Velvet** (XLT-2) (London Theatre Tour)	12/26-1/1	Attend performances of "Company," "Canterbury Tales," "Great Waltz," and "Show Boat." $350 from New York.
* **Alpine Peaks** (XSA) (Ski Tour to Leysin, Switzerland)	12/23-1/1	Ski some of the peaks that have made the Alps a famous ski region. $385 from New York.
* **Sleigh Bells** (XSS) (Ski Tour to Salzburg, Austria)	12/23-1/1	Snow-covered footpaths, exhilarating sleigh rides, gay tobogganing parties and a ski village. $420 from New York.
* **Snow Summit** (XSI) (Ski Tour, Innsbruck, Austria)	12/23-1/1	Ski in the heart of the Tyrol where the charm and culture of the Maria Theresa days still linger. $430 from New York.
Ski Spree At the Cedars of Lebanon (XSL)	12/23-1/1	Be the first in your crowd to ski in the famous Cedars of Lebanon area. Celebrate New Year's Eve in exciting Beirut. $560 from New York.
* **Mediterranean Ports at Christmas** (XCM) (Turkey, Greece, Lebanon, Israel, Cyprus)	12/23-12/31	Fly to Greece and begin a gala holiday season aboard the luxurious MTS Orpheus, cruising the Mediterranean. $525 from Chicago; $495 from New York.
* **Russian Winter Festival** (XRF) (Moscow, Kiev, Leningrad)	12/23-1/1	A remarkable opportunity to attend the famous Bolshoi Ballet and the Circus. $669 from New York.
* **Mellow Moons and Moods** (XTM) (Tenerife, Canary Islands, Madrid, Spain)	12/23-1/1	Sip a tall glass of sangria while the Spanish dancers tap out a flamenco and the warm winds from Africa move fern fronds to the same rhythm. $390 from New York.
Christmas in the Holy Lands (XHL) (Jerusalem, Bethlehem, Rome)	12/23-12/31	Thrill to Christmas Eve mass in Bethelehem. Visit Rome enroute home. $669 from New York.
* **Mediterranean Memories** (XRT) (Rome, Italy; Nabeul, Tunisia)	12/23-1/1	Spend Christmas in Rome with a chance to be a part of the audience in St. Peter's Square to hear the Pope's Christmas message. $599 from New York.
Guatemala Get-A-Way (XG)	12/23-1/1	Eight days/7 nights in Guatemala, which is steeped in atmosphere and local color. From New Orleans ($585), Chicago ($699), Los Angeles ($715), Washington, D.C. ($719), or New York ($727).
Holiday in Mexico (XM)	12/23-12/30	Ten days/9 nights in Mexico, land of the ancient Aztecs, where modern cities blend with the charm of old Spain. From Dallas ($419), Los Angeles ($453), Chicago ($477), Washington, D.C. ($533), or New York ($533).
* **Grand Bahama Happening** (XGB)	12/26-1/1	Seven days/6 nights at the deluxe Grand Bahama Hotel & Country Club. $278 from New York.
Waikiki Wonderland (XWW)	12/23-12/29	The most glamorous state in the Union is eager to help you celebrate Christmas Polynesian style. From Los Angeles ($345), Chicago ($439), Atlanta ($458), or New York ($499).
Hawaiian Island-Hopping Holiday (XIH)	12/23-12/30	Beautiful Oahu and the lovely outer islands offer you a new way to enjoy an old, but favorite holiday. From Los Angeles ($495), Chicago ($589), Atlanta ($608), or New York ($649).

FLIGHTS FOR TRANSPORTATION ONLY (Prices include $3 U.S. departure tax.)

New York-Munich-New York (LH-1)	12/23-1/1	$232
New York-London-New York (AI-2A)	12/23-1/1	$201
New York-London-New York (AI-2B)	12/26-1/1	$201
New York-Geneva-New York (SR-3)	12/23-1/1	$211
New York-Rome-New York (AZ-4)	12/23-1/1	$279

Utah, Ohio, New Mexico school boards cited

A special education program for handicapped children, initiated by the Granite School District, Salt Lake City, Utah, was cited in one of three national awards recently. The selections panel for the National School Board Awards Program, sponsored by the Association of Classroom Teachers, NEA, and the Thom McAn Shoe Co., chose the Granite School District project to represent school districts serving over 70,000 students.

Other national awards went to the Board of Education of the Mayfield City School District, Cleveland, Ohio, (over 6,000 students) for construction of a facility for deaf children, and to the Cuba Independent School Board, Cuba, New Mexico, (under 6,000 students) for a unique program of individualized instruction. Representatives of the three national school boards selected were honored at a luncheon in Washington, D.C., on May 10.

The Granite School District was cited for establishing the Habilitation Center to train disadvantaged and handicapped children to assume jobs after graduation. The center is staffed by specialists who diagnose the problems of students, conduct special classes for children with specific disabilities, and provide vocational training.

The Mayfield City Board of Education was nominated for its leadership in coordinating the resources of three counties to construct a school for hearing-impaired children. The school the children had been attending anounced it no longer had room for them. The Mayfield board volunteered to serve as fiscal agent for the construction of a facility and operation of a program to serve the children.

The small, multi-cultural and multi-lingual community of Cuba has found that individualized instruction is the most effective way it can help children of dissimilar backgrounds. Children for whom English is a second language were falling behind in the traditional curriculum. Three years ago the school board decided to implement a program of individualized instruction. Now children are given placement tests before entering school; they then progress at their own rates, receiving concentrated instruction in weak areas.

School boards are nominated for awards by local associations. Projects must make a significant contribution to quality education in the community, display outstanding leadership by the school board members, and represent a new or creative accomplishment for that community. Further details of the program are available from the Association of Classroom Teachers, NEA Center.

Negotiators learn verbal skills at NEA session

Dale Lestina (left) of the NEA Leadership Development Academy conducts the new Verbal Skills Training Program for Negotiators at a recent NEA Center session. Negotiators from the Arlington (Virginia) Education Association lauded the program at the end of the seven-hour session. They are (left to right) Bill Sullivan, Margaret Tracy, Walt Schulte, and William Taylor. The new program has been field tested and will be launched this summer, according to Ralph Joy, director of the Academy.

NEA drug team nurse saves overdosed boy

One of the ten members of an NEA drug education task force, Mrs. Beverly Stirts, used mouth-to-mouth resuscitation on a teen-age boy recently bringing him back to life from an overdose of drugs.

Mrs. Stirts, visiting the San Francisco area to survey programs intended to curb drug abuse, was with a group of teen-agers when someone entered the room to ask, "Is there a nurse here?"

Mrs. Stirts, school nurse at Studebaker, Mann, and Watrous Schools in Des Moines, Iowa, and a member of the NEA Department of School Nurses, went to another room and found a boy who appeared on the verge of death. "I knew about mouth-to-mouth resuscitation but had never really used it, and I often wondered whether I could do it," she said. "However, in the presence of danger to a human life, I found my reaction to be almost automatic. There was no pulse, and in addition to the resuscitation, I applied pressure on the chest."

Mrs. Stirts stated simply that, "I was glad I was on hand to help."

NEA Travel offers emergency records/credit service

Through special arrangement with the NEA Educational Travel Division, NEA members are receiving this notification of unique personal data bank services pioneered by Intercept International, Inc., Indianapolis, Indiana.

Intercept can serve you—at home, at school, on an NEA tour—anywhere in the world. It protects you by storing your important information in one place that you alone can reach by telephone, cable, or mail, from anywhere in the world, anytime of the day or night, seven days a week. Your records are safe from fire, theft, or loss. You alone have access to this information, except for the information in the Emergency Medical Records that you would want others to know in case of an emergency.

The NEA Travel Division believes that Intercept is a service which fills today's need. It can save you money, time, needless worry, perhaps life itself.

Via three Intercept Security Services, a member can record and store information that is of priceless value, or that he would want others to know in case of an emergency—Record A: Credit Card and Identification Card Record; Record B: Emergency Medical Record; and Record C: Valuable Items Record.

Record A: Credit Card and I.D. Card Record—List all your credit cards, charge plates, identification cards, and important numbers which may be difficult to remember. This information is stored for immediate retrieval when required. Upon your notification, Intercept proceeds to:

a. Cancel in writing all your credit card accounts

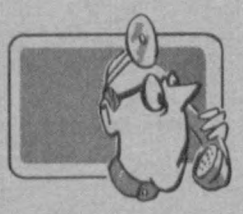
b. Send verification of these notices to protect you, our member, from any fraudulent charges due to loss or theft of card

c. Request that new cards be issued

d. Add or delete cards in your record any time during the year, if requested in writing

e. Notify all companies of your change of address, if requested.

Fraud-deterrent stickers are provided for your credit cards, and your Intercept membership card assures you of international coverage.



Record B: Emergency Medical Record—You record information that you would *want others to know* in case of emergency, should you be unable to give that information:

- your next of kin
- name and phone number of your personal physician
- your blood type
- special physical conditions, such as allergies, diabetes, epilepsy, and heart condition, drug sensitivity, special prescription needs.

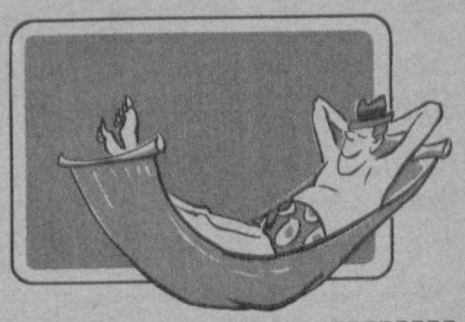
NEA's Travel Division suggests that Emergency Medical Service is a possibility for which every family should prepare. One out of every four Americans will be injured in an accident this year, and just as many have a hidden medical problem that is not apparent even to trained medical personnel. Intercept fills this vital information void in emergency care.

Record C: Valuable Items Record — Why register your automobiles, boats, stereos, typewriters, cameras, guns, TV's, appliances, musical instruments, and other items? Because they belong to you and are valuable to you.

Your Valuable Items Record enables you to have an instantly accessible listing of all personal valuable items, including hard-to-replace papers such as stock certificates, bonds, insurance policies, etc. Nothing is more frustrating than a fruitless search for lost or mislaid document details, or trying to recall your possessions after fire has struck or after a burglar's visit. Personal anxiety, concern, and time-consuming correspondence normally are inevitable.

You can bypass the inevitable by storing your important information in Intercept, where you have immediate access to it by phone, cable, or mail—anytime, from anywhere.

To apply for this service, complete the coupon below and mail it to the NEA Educational Travel Division.



Application for Intercept Membership

To: NEA Educational Travel Division
1201 16th St., N.W.
Washington, DC 20036

Please initiate my Intercept membership for:

.....one year at $10 .....three years at $25

___My check, payable to Intercept International, Inc., is enclosed.

___Please bill me.

Send Record Forms To:

Name .....

Address .....

City ..... State ..... Zip .....

Questions and answers about NEA Special Services

Last month, the NEA REPORTER published answers to the most frequently asked questions about three of the programs offered by NEA's Special Services Division. Below are questions with answers about three additional programs: Homeowners Insurance Program, the Discount Book Program, and the Life Insurance Program.

Arnold W. Wolpert, director of the division, reported, "We are receiving large quantities of the coupon that was in the April issue of the REPORTER. We are pleased that members were so interested in the programs featured that month, and we hope the interest will continue with the services described in this issue."

For more detailed information about the programs described here, send in the coupon at the bottom of this page.

NEA Executive Secretary Sam M. Lambert (left) and James E. Baker, chairman of the NEA Special Services Committee, recently reviewed the programs offered by the Special Services Division. Baker told Lambert that more than 219,000 members are participating in the programs: 109,485 in NEA Life Insurance, 72,675 in Accidental Death and Dismemberment Insurance, 18,106 (estimate) in Homeowners Insurance, 6,431 in the Tax-Deferred Annuity Plan, 10,104 in the In-Hospital Income Plan, and 2,258 in the Discount Book Program.

NEA Homeowners Insurance protects home and property

The Homeowners Insurance Program offers fire and broader coverage at money saving rates to both renters and home owners.

Q. Who is eligible?

A. NEA members who are also members of their state and local associations, if available.

Q. Who underwrites the Program?

A. Horace Mann Insurance Company, Springfield, Illinois.

Q. What things are covered by the policy?

A. This depends upon the coverage you choose. Four forms are available: Renters, Basic, Broad, and Special. The Homeowners Insurance Program provides a complete range of coverage to meet nearly every requirement for protecting your home and personal property. The coverages available are: fire, lightning, wind, hail, explosion and smoke, structural collapse, riot and vandalism, faulty heating, plumbing and electrical systems, rain and snow damage, glass breakage, theft and liability protection plus optional coverages such as water craft liability, credit card forgery and others.

Q. Is there a renter's policy for non-homeowners?

A. Yes, it covers personal property and liability protection.

Q. Is this program available in all states?

A. It is available in states that sponsor or co-sponsor it.

Q. Where is it available?

A. Alaska, Alabama, Arizona, Arkansas, Colorado, Delaware, Florida, Georgia, Idaho, Illinois, Indiana, Iowa, Kansas, Louisiana, Maine, Maryland, Massachusetts, Minnesota, Mississippi, Missouri, Montana, Nebraska, New Hampshire, New Mexico, New York, North Carolina, North Dakota, Oklahoma, Oregon, Rhode Island, South Carolina, South Dakota, Tennessee, Texas, Utah, Vermont, Virginia, Wisconsin, Wyoming.

Q. What states sponsor another Homeowners Insurance Program?

A. California, Hawaii, Kentucky, Michigan, Nevada, Ohio, Pennsylvania, Washington.

Q. What type of claim service is available?

A. Horace Mann representatives or their designated claims offices are located nationwide to serve you.

Q. If I already have homeowners protection, should I look into the NEA Program?

A. Because the Homeowners Plan is available at discount or dividend rates, it would be to your advantage to get a "quote" from the Horace Mann representative.

Q. How do I find out what amount of protection is needed on my home and possessions?

A. The NEA program provides a "Home Evaluator" guide that will help you estimate what it would cost to replace your home at today's prices. You may find that your present insurance is insufficient to replace your home and its contents in the event of a major loss. In many areas increases in home values have averaged over *5 percent yearly over the last five years.*

14-month year accident insurance offered members

The Special Services Division, the NEA Unit that sponsors NEA's Accidental Death and Dismemberment Insurance Program, has sent a letter to all NEA members who are not currently enrolled in the program. The mailing was made to announce a special offer—14 months coverage for the regular low yearly $19 premium. This offer is available until June 1, 1972.

Any member who did not receive this announcement and who would like to read about it may order a free packet from: NEA Special Services Division, Room 915, 1156 Fifteenth Street, N.W., Washington, DC 20005.

Selection of books offered through new discount catalog

The Special Discount Book Program has been expanded and a Catalog of Books containing over 295 titles at a 25 percent discount is now available to members.

Q. What types of books are offered?

A. Best sellers, reference, cooking, how-to, poetry, fiction, sports, biography, business and finance, ecology, health, music and the arts, travel, and selections for young readers.

Q. What publishing companies are represented?

A. Ballantine Books, Inc.; Charles Scribner's Sons, Publishers; David McKay Company, Inc., Publishers; Grosset and Dunlap, Inc., Publishers; Harper and Row, Publishers; McGraw-Hill Book Company; Praeger Publishers, Inc.; St. Martin's Press, Inc.; Stein and Day, Publishers.

Q. What are some of the titles included in the catalog?

A. Drug Misuse; Laura Wilder's Little House Books; The Defense Never Rests; Roget's Thesaurus; and Fodor's Guides.

Four plans of NEA Life Insurance available

NEA's Life Insurance Program offers four plans of low-cost, high-value term life insurance and combination plans of term and paid-up insurance to meet the individual needs of members.

Q. Who is eligible for NEA Life Insurance?

A. All members of NEA and an affiliated state and local education association, if available, are eligible so long as they can also certify that they: (1) derive their principle employment income from educational activity; (2) are actively employed and physically able to perform the duties of their occupation; and they are able to provide satisfactory answers to a limited number of health questions; (3) are a United States citizen or are employed in the U.S.

Q. What basic types of coverage are available and how much do they cost?

A. There are four plans of insurance. They are:

Plan A benefits up to $5,000 for only $11.30 semi-annually ($4.55 if you are under age 30).

Plan B benefits up to $12,000 for only $22.60 semi-annually ($9.10 if you are under age 30).

Plan C benefits up to $21,500 for $40 semi-annually ($65 for those over age 50).

Plan C+ benefits up to $33,500 (semi-annual contributions range from $60 to $80 to age 49; $109 to $170 from ages 50 to 69; and contributions are reduced after 21 years of participation).

Q. What are other features of the program?

A. Plans B, C, and C+ provide an additional benefit in the event of accidental death. The benefit will be equal to and will be paid in addition to your life insurance; and all plans offer supplementary disability income benefits which become effective after you have been insured for one year.

Q. What insurance company underwrites NEA's Life Insurance Program?

A. The program is underwritten by the Prudential Insurance Company of America.

Q. Can I insure my dependents under this program?

A. Yes. Eligible dependents are your spouse and unmarried children at least 14 days but less than 21 years old. Additional children will be insured automatically when they are 14 days old, with no increase in cost.

Q. Is there a medical examination?

A. Most members and their dependents will be accepted without a medical examination.

Q. What kind of insurance is this? Term or ordinary (paid up)?

A. Plans A & B are basically term life insurance. As such, they provide maximum protection per premium dollar during the "period" or "term" that the insurance is in force. Plans C & C+ offer a combination of term and paid-up. The paid-up also has cash value in the event that the policy is surrendered before maturity.

Q. Can I continue my life insurance if I leave the field of education?

A. Yes. This coverage may be continued to age 70 regardless of your employment status provided you retain a suitable form of membership in NEA and in your state association.

Q. What if I decide to retire?

A. If you retire and are less than age 70 you may continue to be insured under the NEA life insurance program provided you meet the membership requirements. A retired form of membership suffices.

Q. What happens after I am 70?

A. Your basic NEA plan can be continued after age 70 provided and as long as you continue to be actively engaged in educational employment and continue to meet the membership requirements.

TO: NEA Special Services Division
1156 15th Street, N.W.
Washington, DC 20005

Please send me information on the following:

Life Insurance Program ☐ Homeowners Insurance Program ☐

Discount Book Program ☐

Name.....

Address.....

City..... State..... Zip.....

NEA Reporter 5/72

nea reporter

September 1972
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Published by the National Education Association

On the boardwalk at Atlantic City

More than 12,500 educators, visitors, exhibitors, and guests flocked to Atlantic City, New Jersey, this summer to attend the 110th annual NEA Convention. A record 8,275 delegates dealt with major Association business. This issue of the REPORTER tells of Convention actions, presents a legislative report card on every U.S. Senator and Congressman, and announces NEA's winter travel program.

NEA CONVENTION

CON CON DRAFT OKAYED, UNION TIES DEBATED

Delegates representing the 1.1 million NEA membership voted this summer in favor of reshaping the Association. The delegates also acted to open the door for stronger ties with the nation's teacher unions and other public employee groups.

The record 8,275 delegates attending NEA's 110th annual Convention in Atlantic City, N.J., June 25-30, approved a new constitution and bylaws to go the Association's full membership for a ratification vote in November.

The document, approved 4,154 to 2,175 by delegates, would eliminate NEA's present Executive Committee and state-by-state director system and set up as its governing body a 30-member board chosen regionally and at large. The board would have a classroom-teacher majority and include racial and ethnic minority members. Also, under the new structure, NEA state and local affiliates would have the option of excluding school administrators as members, and top NEA officers would have two-year terms and could seek reelection for two additional terms, or a maximum of six years.

The reorganization proposed by the document also terminates NEA's Association of Classroom Teachers (ACT). Delegates to ACT's annual meeting—also held in Atlantic City—voted to accept the termination but to consider continuing the organization as a teacher caucus within NEA or as an autonomous group.

The new constitution and bylaws were supported strongly by delegates from large states—California, New York, Illinois, Michigan, Pennsylvania, and Ohio. To be ratified, the document must be approved by a majority vote in more than half the states as well as by a majority of members voting overall. If ratified, the document takes effect in September, 1973.

NEA delegate action further opening the door to closer relationships between NEA and other teacher and public employee groups came in a 3,723-to-2,051 vote approving the stand that "the Association should be in a position to explore with other organizations any relationships that will promote the attainment of NEA goals and objectives."

The action bans, however, any mergers requiring affiliation with the AFL-CIO. NEA's New York state affiliate recently merged with the American Federation of Teacher's state organization, which is tied to the AFL-CIO. The NEA position permits the New York merger and several other mergers (in Flint and Gibraltar, Michigan; Los Angeles; and New Orleans) to continue.

The delegate action also calls for support of a massive Confederation of American Public Employees (CAPE) and specifically invites union teachers to join it.

Jerry Wurf, president of the American Federation of State, County, and Municipal Employees, told delegates that he liked the general direction of the CAPE proposal. Wurf, whose union has worked with NEA for two years through the Coalition of Public Employee Organizations, said that he didn't share the view "that you have to be in the AFL-CIO to be right," adding "nor do you necessarily obtain righteousness and virtue by being outside AFL-CIO."

NEA leaders were split on the question of permitting affiliation with AFL-CIO groups at state

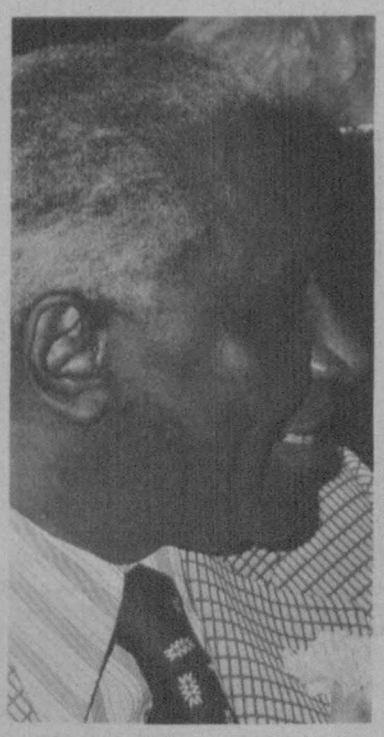
(Continued on next page)

Con Con vote set for November

Active, life, and retired NEA members as of May 31, 1972, are eligible to vote this November on the proposed new NEA constitution and bylaws passed by the Representative Assembly this summer. To be implemented the proposals must be approved by a majority of those voting in a majority of the 53 state affiliates and by a majority of the total voters.

If approved, the official effective date of the new documents is September 1973. However, specific provisions will be operative in accordance with a transition schedule which will appear in a special issue of the NEA REPORTER — to be mailed in early October.

A ballot will be mailed directly to each eligible member; voting will run from November 1 to November 21. The special NEA REPORTER also will include the complete text of the proposals.



Wade Wilson, president of Cheyney State College in Pennsylvania, was reelected by the NEA delegates as a member of the Executive Committee.

Ramon Huerta, a New Mexico teacher, was chosen by Convention delegates for a term on the NEA Executive Committee, his first national NEA office.

Helen Wise, a Pennsylvania teacher, was chosen NEA president-elect during the Convention. She will become NEA president next summer.

Donald Morrison, 1971-72 NEA president, presided over the Atlantic City meeting, the largest in delegate strength in the history of the Association.

Catharine Barrett, a New York State teacher, took the gavel of office as NEA president on the final night of the 110th Convention.

DELEGATE ACTION

(Continued from page 1)

and local levels. NEA Executive Secretary Sam M. Lambert said that he favors merger with AFT only if the union will "pull out of AFL-CIO." But outgoing NEA President Donald E. Morrison, a social studies teacher from San Diego, Calif., while opposing national affiliation involving the AFL-CIO, said he would leave the matter of labor ties below the national level up to local or state NEA units. He told the delegates that they had as much obligation to bring about overall teacher unity as they had in past years to bring about unity between black and white teachers within the profession.

NEA's new president, Catharine Barrett, a Syracuse, N.Y., classroom teacher, said she would lead the Association during 1972-73 in the directions mandated by the delegates. She said she favored and voted for the statement urging teacher unity but without AFL-CIO affiliation.

Albert Shanker, president of AFT unions in New York City and state, urged delegates to approve permissive affiliation with AFL-CIO unions. Shanker, an NEA delegate by virtue of the New York merger, asked teachers to unite in opposing conservative school boards, rather than fighting each other. "I am not your enemy and you are not mine," he said from the floor of the NEA assembly.

PRESIDENTIAL CANDIDATES

Some of the loudest applause during the NEA Convention came when collective bargaining for teachers was championed. Sen. George McGovern (D-S.D.), one of two presidential candidates who addressed an audience of some 12,500, brought members to their feet when he urged a "federally assured right to collective bargaining" for all American teachers.

"We need that not only to achieve decent treatment on pay and benefits," he said, "we need it to back up the public interest in quality education for all of our children." McGovern's pledge that as president, he would ask Congress to create a separate, cabinet-rank Department of Education was met with cheering which peaked when he promised that he would name a woman as Secretary of Education.

Both McGovern and Terry Sanford, former governor of North Carolina, attacked the Nixon administration for its vetoes of education legislation. The delegates later voted to direct the NEA president to send a telegram to President Nixon condeming his "insensitive posture toward quality education for all students."

President Nixon and presidential candidates Hubert Humphrey (D-Minn.) and Edmund Muskie (D-Me.), although invited to address the meeting, did not attend. McGovern and Sanford also supported the NEA goal of federal financing of one-third the cost of public education. NEA's legislative program for the 93rd Congress, announced at the meeting, again set this priority.

NEA's Committee on Educational Finance, reporting at the Convention, said that confusion and crisis have characterized school finance during the past year. The committee blamed the uncertainty on the wage-price freeze, which tied up many teachers' salaries for months, and on recent court decisions affecting state methods of financing the schools.

An NEA legislative priority reiterated in Atlantic City was obtaining a federal bargaining law for public employees to provide "an optimum balance of power between employee organizations and employers." New NEA President Barrett also stressed the need for stronger collective negotiations and pointed to political action by teachers as one important way to achieve such goals. She said that NEA and its affiliates would set up "campaign war chests" to help elect friends of education throughout the nation and predicted that by 1976 NEA would have a $5 million war chest for political action on the national level.

"CONTRACTS, NOT APPLES"

The delegates stressed their position that teachers want "contracts, not apples" by approving a business item calling for legalizing teacher strikes and limiting strike-halting injunctions to situations in which the public health or safety is endangered.

In a business item making "organizing higher education" an NEA priority, the delegates put the nation on notice that NEA intends to continue and expand its efforts to organize college teachers.

Convention delegates also heard reports on such major classroom problem areas as drug dependence, corporal punishment, and compulsory school attendance.

The NEA Drug Education Task Force report called upon teachers to become much more involved in planning and carrying out drug education programs. The task force said that teachers need to be awakened to the problem and better inform themselves about it. The task force recommended drug education programs that recognize the connections between drug abuse and other problems of society, and urged NEA to help influence government programs and "make certain that teachers and other relevant staff are involved in making decisions about drug education programs they will be expected to implement."

The Task Force on Corporal Punishment urged NEA to set a timetable for complete abolition of such punishment. Emphasizing that no teacher wants intentionally to inflict pain, either physical or psychological, on young people, the task force attributed continued use of corporal punishment in schools to poor working conditions over which teachers have little control. (The December issue of *Today's Education* will include details on this task force's recommendations.)

The Task Force on Compulsory Education urged "exploration of the promising possibility of alternate schools and free schools both within and separated from the present school plant and establishment" but called for continuation of laws on compulsory education. Distinguishing between *compulsory education* and *compulsory attendance*, the group saw only empty promises in "deschooling society."

The NEA delegates called for a moratorium on standardized testing. They want an end to "group standardized intelligence, aptitude, and achievement tests to assess student potential or achievement until completion of a critical appraisal, review, and revision of current testing programs."

And they reiterated NEA's condemnation of American military involvement in Southeast Asia. A new recommendation on Southeast Asia, setting an April 1, 1973, date for withdrawal, was rejected in favor of the call for "complete withdrawal of American forces."

MINORITY CAUCUSES

Active throughout the Convention were caucuses of minority groups, the largest being the Minority Coalition, which includes blacks, Chicanos (Mexican Americans), Asians, and First Americans (Indians). Led by Milwaukee Teacher Lauri Wynn, the coalition backed the minority-guarantee provisions in the proposed NEA constitution and bylaws and supported a number of action items.

Other caucuses included the Women's Caucus and—a sign of the times—a Gay Teacher's Caucus. The latter group asked the delegates to approve spending about $10,000 for a "confidential NEA survey . . . of its membership to determine the extent of difficulties encountered by its gay professionals," but the action was voted down.

The delegates did pass a raft of actions supporting minority rights, however. Among them: amendment of the Code of Ethics of the Education Profession by including *sex* as a discriminatory and unacceptable basis for actions by educators and a recommendation that child-care rights for fathers be included in negotiated contracts for teachers.

Several actions backed American Indian positions. One, in support of the Bureau of Indian Affairs-Indian Preference Act, directs NEA to work toward the development of programs and training for American Indian teachers. Another calls on NEA to "actively recruit American Indian classroom teachers in the planning, development, implementation, and evaluation of all programs, including bilingual and bicultural, designed to upgrade to quality of American Indian education."

Yet another action calls on NEA to develop guidelines for bilingual and bicultural education programs with the advice and consent of Chicano educators.

A number of approved NEA resolutions urge similar actions. One resolution directs that NEA "not participate in programs sponsored by organizations which deny membership to certain segments of our society on the basis of race, creed, sex, or ethnic background when such denials are not related to the stated purposes of the organization."

NEA's first annual Friend of Education Award for a "significant contribution to the betterment of education" went to former President Lyndon B. Johnson.

In his last speech before he requested early retirement, Lambert spoke bluntly to the NEA Assembly about Association financial affairs ("In seven of the last nine years, we have ended the year with a deficit; this practice cannot continue. . . ."), the New York merger ("One-man control of the teachers of New York is inevitable, and the president of UFT in New York City, I predict, will be the man. . . ."), the Con Con proposals ("In some respects we may have annihilated the state as a viable organization in NEA affairs"), and NEA staff reorganization ("Next year, we'll have a lean but tightly organized staff, with all eyes focused on the six big goals of NEA").

LAMBERT IS GRANTED EARLY RETIREMENT

On August 29, NEA Executive Secretary Sam M. Lambert requested early retirement. The NEA Executive Committee approved his request.

Announcement of the request and its granting was made by NEA President Catharine Barrett.

Deputy Executive Secretary Allan West assumed interim responsibility for the administration of NEA staff.

SABBATICAL LEAVE

Lambert will begin a sabbatical leave on October 1, and will retire effective April 1, 1973. He will reach the age of 60 on March 10, 1973. His present contract would have been effective until August 31, 1974.

"In approving Dr. Lambert's request for early retirement," said President Barrett, "we pay sincere tribute to his contribution of more than 22 years of committed service to the National Education Association. During his five-year tenure as executive secretary, NEA has made significant progress. The financial base of the NEA has grown from $10 to $30 million. The number of unified states has increased from nine to 38. We are proud of his achievements and wish him well," Mrs. Barrett said.

Lambert was named executive secretary of NEA on August 1, 1967, after two years as assistant executive secretary for information services, a cabinet-level position. Prior to these appointments, he had served the Research Division for 15 years, becoming its director in 1956. Due to his efforts, NEA research was automated with electronic equipment, and new scientific sampling techniques for education were developed and implemented.

Lambert has announced plans for some writing and continuing involvement in educational research. However, he has made clear that his first priorities are extensive travel, rest, and a change of pace.

nea reporter

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EDPRESS

NEA RAPS NIXON VETO AS 'CALLOUS'

Although President Nixon has asserted that education is the one area that must not be shortchanged, the Administration's consistent policy has been "to cut education budgets and then try to bully the Congress into holding the line," NEA President Catharine Barrett has charged.

Mrs. Barrett was reacting to the President's August 16 veto of the Labor-Health, Education, and Welfare appropriations bill.

(Within 30 minutes after the House of Representatives received the Nixon veto message, Speaker Carl Albert (D-Okla.) called for a vote to pass the bill over the President's objections. A roll-call vote of 203 in favor of Albert's motion to 171 opposed failed to achieve the two-thirds necessary to override the veto.)

Mrs. Barrett's statement said:

"Today, for the third time since taking office, President Nixon has vetoed a bill providing urgently needed federal funds for education. The consequences of his action will be felt by every child in every school in the nation. In 1968, Candidate Nixon declared that 'when we talk about cutting the expense of government—either federal, state, or local—the one area we can't shortchange is education.' Yet the consistent policy of the Nixon administration has been to cut education budgets and then try to bully the Congress into holding the line.

"The White House strategists in part attempt to justify this veto by claiming that the social services matching fund program is an inflationary pork barrel. This argument is specious; the executive branch has total administrative control over such funds, and legislation to impose a limit on spending is not required.

"At a time when the fiscal crisis in our public schools is forcing layoffs and curtailment of programs, President Nixon displays contempt and callous disregard of the needs of the nation's children and youth. We know that the teachers and parents of America are acutely aware of the problems faced by their schools, and the National Education Association questions how any voter concerned with education could support the re-election of Richard Nixon in November."

In 1968, Richard M. Nixon, candidate for President of the United States, said: "Education is the one area in which we must do everything that is necessary to help achieve the American Dream. . . ."

Since that time, NEA's Division of Government Relations has chronicled the Administration's failure to pursue this dream. The division noted, for example:

April 17, 1969: "On April 15 . . . President Nixon unveiled his revision of the Johnson budget for fiscal 1970. Although the Nixon version retains some increases by Mr. Johnson . . . the education budget continues to reflect the financial drainage perpetrated by the military establishment. The U.S. Office of Education must bear about $370 million of the FY 1970 budget cuts. This is an excessive burden on the agency which has a Congressional mandate to improve—as well as equalize—educational opportunity for our children and youth."

Oct. 9, 1969: "The National Advisory Council on Education Professions Development has sharply criticized Congressional and Administration cuts in federal teacher training programs. 'Everywhere,' the Council declared, 'the mood appears to be one of cutting back—withdrawing—seeing how little we can get along with; in short, a steady retreat from the bold plans the nation launched several years ago.'"

Dec. 24, 1969: "In an unprecedented action, the President sent a letter to the Senate threatening the veto (of the Labor-HEW Appropriations Bill) even before the bill had gone to a House-Senate conference. Educators were aghast at the President's action. . . ."

Feb. 2, 1970: "The President

(See NIXON VETO, page 9)

Association urges parties to boost school funds

NEA leaders attended both the Democratic and Republican National Conventions this summer, urging both parties to adopt as part of their education planks a proposal calling for the federal government to pick up one-third of the total public school bill by 1976.

1971-72 NEA President Donald E. Morrison led NEA's contingent at the Democratic meeting; NEA's current president, Catharine Barrett, led NEA leaders at the GOP gathering.

In a statement conveyed to the Democratic Platform Committee, the NEA points out that the ability of individual states to give adequate financial support to schools "varies considerably" and that it is the federal government's responsibility to provide leadership to guarantee "equal access to high quality educational services."

Presently, the federal government provides only 7 percent of the public school dollar, with state governments contributing 52 percent and local communities 41 percent.

The NEA paper also called for a redoubling of efforts in a move aimed at providing "an outstanding education" to all Americans; the paper underscored the problem of school desegregation as "one imperative we must face squarely."

"A number of tools can be used to achieve desegregation, including geographic realignment, pairing of schools, grade pairing, and satellite schools," said NEA.

While recognizing that "some pupil transportation will be required" to achieve equal educational opportunities for youth, the NEA statement noted, however, that busing should not be used as a vehicle to transport children to inferior schools or be employed where it would "impose hardship or a threat to personal safety."

Mrs. Barrett told the GOP Platform Committee that the federal government should pick up one-third of the total public school bill by 1976 to meet an "unprecedented school crisis." She said that too much emphasis has been placed on local and state taxes in support of schools and this "overreliance" has resulted in growing voter resistance.

Mrs. Barrett also pointed to the desperate financial needs confronting the states and again urged that the federal government provide substantially increased financial assistance to achieve high quality education in all states.

Mrs. Barrett reiterated NEA's call for a cabinet-level Department of Education to obtain top efficiency in administering the many federal education programs.

"It is essential that the large number of programs now in existence be consolidated and simplified in administration, and that the processes of research and development be directed at the highest level of executive management," the NEA president asserted.

She also called for a federal statute which would recognize the right of teachers and other public employees to bargain collectively with their employers.

NEA leaders attend party conventions

1971-72 NEA President Donald E. Morrison confers with Yvonne W. Brathwaite (center), cochairman of the Democratic National Convention, and Roberta F. Hickman, NEA Executive Committee member, between sessions of the political meeting in Miami Beach. Some 20 NEA officers and staff discussed the party's education plank with many of the 200 teacher delegates.

At the Republican Convention, NEA President Catharine Barrett testifies before the Subcommittee on Resolutions during platform hearings. She is accompanied by NEA Government Relations Division Director Stanley McFarland.

More systems adopt negotiation agreements

Negotiation agreements were adopted in 389 additional school systems with about 108,000 teachers and other instructional staff during 1971-72, according to an NEA report released during the Atlantic City Convention. The new agreements push to 3,911 the number of public school systems (with 1,000 or more students) with agreements.

Over 1.4 million instructional personnel are now employed in these covered systems, according to the report. Over four-fifths of all instructional staff in the nation's largest systems—those with enrollments of 25,000 or more—work under agreements.

For the first time, over half of the systems and personnel in the smallest school systems surveyed—ones with 1,000-1,199 pupil enrollment—are covered by negotiation agreements.

Negotiation agreements are formal, written procedures that set the ground rules for collective bargaining or contractual arrangements between teacher representatives and school boards. Under such agreements, not only are teacher salaries and various fringe benefits negotiable but often also teacher-pupil ratio, teaching load, textbook selection, curriculum planning, and many other areas.

About 155 percent more of the total school systems surveyed now have agreements than did have six years ago—a rise from 1,531 to 3,911. In 16 states, over 90 percent of the instructional staff are in systems with negotiation agreements.

The Mideast region showed the greatest increase in negotiation activity during the six-year period, with the percentage of instructional staff covered by agreements rising from 44.1 to 95.2.

For the past six years, NEA affiliates have retained exclusive bargaining rights for teachers in about 93 percent of the systems with negotiation pacts. The American Federation of Teachers has represented approximately 3 percent during this same period. The remainder either had no organizational representation or were represented by an alliance of two or more groups.

HUMAN RIGHTS AWARDS GIVEN AT CONVENTION

NEA's Center for Human Relations presented nine awards during its sixth annual Human Rights Award Dinner held at the Convention in June. Seven awards went to individuals and two to education associations.

Alex Haley of San Francisco, journalist, lecturer, teacher, and free-lance writer, received the NEA Human Relations special citation for sensitive writing and racial and cultural understanding. Haley, who was also a Convention speaker, wrote *The Autobiography of Malcolm X*, published in 1965, and is now in the closing stages of writing a book tracing his family back to West Africa in the 1700's.

TRENHOLM AWARDS

Anthony S. Butler, president of the Alabama Education Association of Classroom Teachers, and Lillian J. Madison, an art teacher for 33 years at High Point, North Carolina, each received H. Councill Trenholm Awards for advancing intergroup understanding in the education profession. Butler, a classroom teacher, has been active in the education arena for many years. Mrs. Madison is presently serving as a member of five teacher teams who are working with the High Point Board of Education to develop written personnel policies and work in other areas of concern between teachers and school boards.

Jose A. Cardenas, a Mexican American, received a special award for educating bilingual children. Cardenas is superintendent of the Edgewood Independent School District of San Antonio, Texas.

SPECIAL AWARD

Another special award, given in honor of those people who exhibit the basic spirit of unselfishness in service to their fellow men, went to Dillon Platero, a Navajo Indian from Canocito, New Mexico, director of the Rough Rock School. Platero has long been serving in the movement for community control and bilingualism/biculturalism in Indian education and started the first community-controlled school in the country.

Dee Durst, principal of Central Junior High School in Anchorage, Alaska, received the Carter G. Woodson Award for leadership in promoting Negro history. Since 1951 Durst has been instrumental in alerting educators, writers, and the general public to the facts surrounding the life and history of black Americans.

YOUNG AWARD

The Whitney M. Young Award for promoting equal employment in the education profession was presented to Pauli Murray, an attorney, lecturer, poet, authoress, teacher, and pioneer leader in the field of human rights. She is a professor of law and politics at Brandeis University, Waltham, Massachusetts.

The Florida Education Association, for the second consecutive year, was awarded the Rosena J. Willis Memorial Award honoring the state education association having the most outstanding human relations program. The same award honoring a local association went to the Saginaw (Michigan) Education Association.

$93,000 GRANT

FEA received a $93,000 grant to work with students to further advance the human relations program. The state association was instrumental in directing over 70 human relations workshops throughout Florida.

Saginaw's representative assembly adopted a plan to integrate the city and suburban schools. Although the board of education has not implemented the plan and has executed only an open enrollment plan for blacks, the association is continuing its integration efforts.

Saginaw association president Dan Burch and executive director S. Dale Lathers accepted the award on behalf of the group.

Municipal workers head addresses Convention

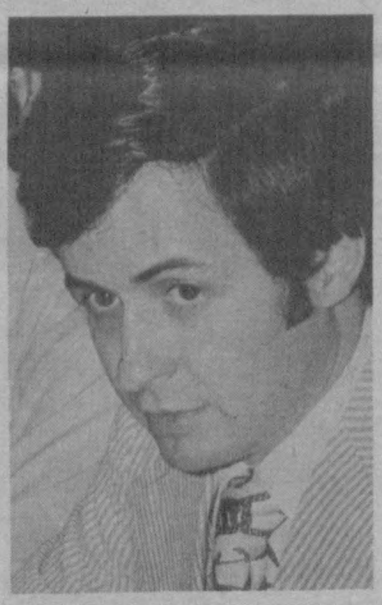
"We want to move ahead with a much stronger working relationshop at the national level," Jerry Wurf, president of the American Federation of State, County, and Municipal Employees, told the NEA Convention audience. Wurf said he approved of the general direction of the NEA action favoring establishment of a Confederation of American Public Employees and emphasized that the public employees coalition established by NEA and AFSCME in March 1971 has a high priority with his union. "We think," he said, "the coalition is a feasible and viable approach to pooling public employees' power, particularly for those organizations who cannot or will not join the AFL-CIO." Teacher unity is a good thing, he said. "Your well being—and the well-being of the AFT—serves the well-being of public employees generally. But you are not going to achieve what you need to achieve by yourselves any more than we can do it by ourselves. We both need allies."

Task Force asks end to corporal punishment

A group of educators asked the NEA Representative Assembly in Atlantic City to establish a timetable for abolishing corporal punishment in the nation's schools. Presented by Julian D. Hudson, task force chairman (right), the recommendations emphasized that no teacher wants intentionally to inflict pain, either physical or psychological, on young people. The Task Force on Corporal Punishment attributed the continued use of physical punishment in schools to poor working conditions over which teachers have little control. These conditions, the task force, said, include too many students per staff member to permit individual attention, lack of provision for in-service education for teachers to learn alternate disciplinary procedures, and outmoded curriculums and methodology imposed on the profession. Chairman Hudson is a Charlottesville, Virginia, teacher.

Author Alex Haley

Author Alex Haley, who wrote The Autobiography of Malcolm X, is surrounded by NEA Conventioneers following his address in Atlantic City. Haley told an overflow NEA audience of his experiences tracing his family back to West Africa of the 1700's. He told of a book he is writing about the search.



Delegates cast ballots on bylaw amendments and for a president-elect and two Executive Committee members. Shown voting here is Ruth Wingard, an Alabama delegate.

NEA JOINS IN COURT BRIEF IN TEXAS CASE

Arguing that public education, like voting, cannot be limited on the basis of wealth, NEA and two other national education groups have filed a friend of the court brief before the U.S. Supreme Court. The brief, filed August 21, deals with the nationally significant San Antonio, Texas, school financing case.

"Voting and public education are the basic institutions of the state for achieving orderly change," NEA, the American Association of School Administrators, and the National Congress of Parents and Teachers point out in the brief. The court has already ruled that voting may not be restricted on the basis of wealth, striking down poll taxes levied as a prerequisite for voting.

> "The right to education is every bit as precious to the citizen as the franchise, for without education the right to vote is debased," the brief says.

The education associations' brief supports the ruling by the federal court for the Western District of Texas. This lower court, which heard the San Antonio case, in effect struck down the state's public school financing system, which makes the amount of money available for education in a district principally a function of the district's taxable wealth. The court noted that this system makes educational expenditures for children largely dependent on the wealth of the school district where the children happen to live.

The State of Texas appealed the case—San Antonio Independent School District v. Rodriguez—to the Supreme Court, asserting that educational expenditures are not necessarily related to the quality of education, and that the present financing plan affords the community local control over its schools. Independent school districts in Texas, such as the one in San Antonio, are political subdivisions of the state.

School authorities and state and local officials across the nation are expectantly awaiting the Supreme Court ruling, which probably will not be until next winter or spring of the following year. All states except Hawaii depend heavily on the local property tax for school financing.

School revenue figures supplied in the brief provide a graphic picture of disparities in San Antonio. For example, in the Edgewood district, with a large concentration of Mexican Americans, the local revenues per pupil in 1967-68 were only $26 per pupil, compared to $333 in Alamo Heights. State and federal contributions, the brief notes, failed to level out the gross differences. Total revenues per pupil—state, local, and federal—were $356 in Edgewood, $594 in Alamo Heights.

The brief notes that the poor districts in Texas are taxing themselves at higher rates than wealthier districts. Consequently, the brief argues, their failure to obtain revenues approximating the state average is not due to lack of will but to lack of valuable property in the district.

Much attention is given in the brief to the analogy between education and voting. "The right to education is every bit as precious to the citizen as the franchise, for without education the right to vote is debased," the brief asserts. It notes that America's "constitutional and political processes have become distinctively dependent upon the existence of an educated people."

The three education associations, in the brief, reject the two major agruments of the State of Texas in appealing the lower court decision: that money does not really have an effect upon the quality of education that a child receives, and that the present system of school financing is necessary to local control of the schools.

"Contrary to appellants' suggestion, there is, in fact, substantial and respectable educational research demonstrating a statistically significant correlation between school funding and student achievement," the brief asserts.

> "There is, in fact, substantial and respectable educational research demonstrating a statistically significant correlation between school funding and student achievement."

Moreover, the fact that Texas doubled its expenditures per pupil during the 1960's indicates a belief in the efficacy of educational funding, the brief says. The statement, quoting from the report of the President's Commission on School Finance, notes that "what is clear is that when parents, with the means to do so, choose their children's schools, the ones they select, whether public or private, usually cost more to operate than the ones they reject."

The funding usually determines the options available—the type of facilities; the experience-level of teachers; whether there will be such programs as vocational guidance, laboratory science, foreign languages; and the number and quality of supporting personnel to aid the teachers.

Regarding the local-control argument, the brief notes that such control is a fiction for a poor district that has little funds to control. Quoting from Serrano v. Priest, the brief states: "The poor district cannot freely choose to tax itself into an excellence which its tax rolls cannot provide."

The brief also points out that Texas, if it wishes to assure "local control" of education, can do so without discriminating on the basis of district wealth.

Prior to the NEA Convention, NEA and its affiliates held a Salute to Education in Washington, D.C. Here, Mrs. Richard M. Nixon applauds two students to whom she has presented certificates of appreciation for art work displayed at the gala. The students are Ilene Sonnenberg of New York and Legrade Latney of Washington, D.C. At right is NEA President Catharine Barrett. More than 2,000 educators, Congressmen, and others attended.

Betty Gully of Shawnee, Oklahoma, explains the Future Teachers of America program to a delegate at the NEA Convention.

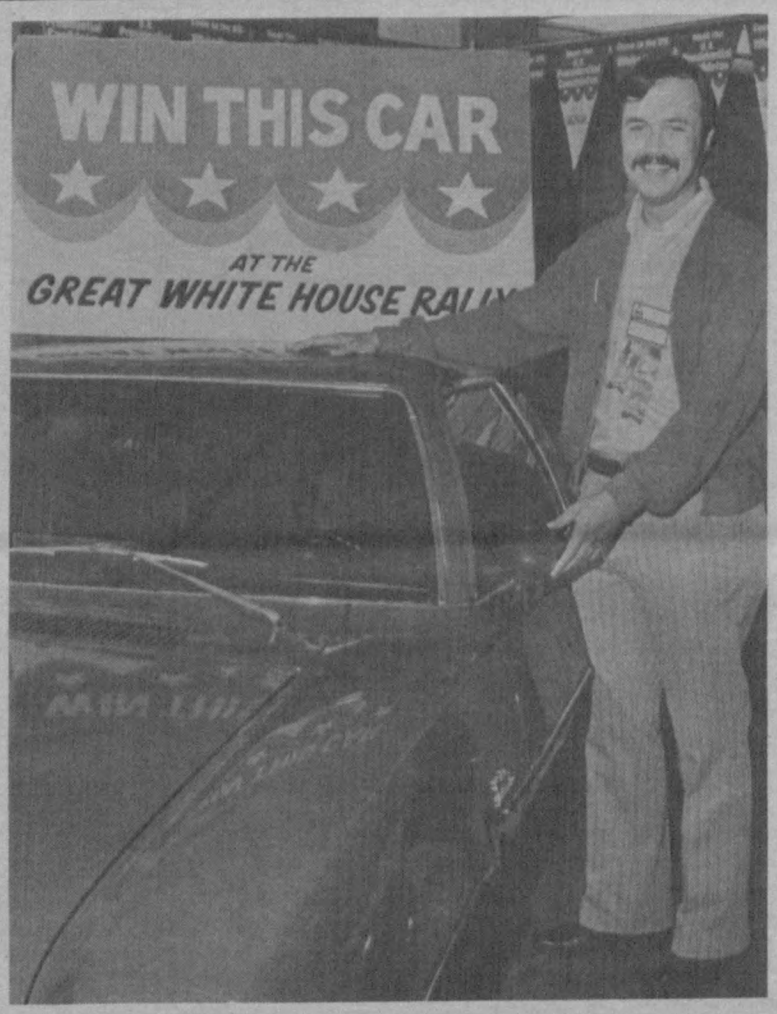
Many Convention issues were settled by roll-call votes. Here New Jersey delegates are counted.

Politics aplenty at NEA Convention

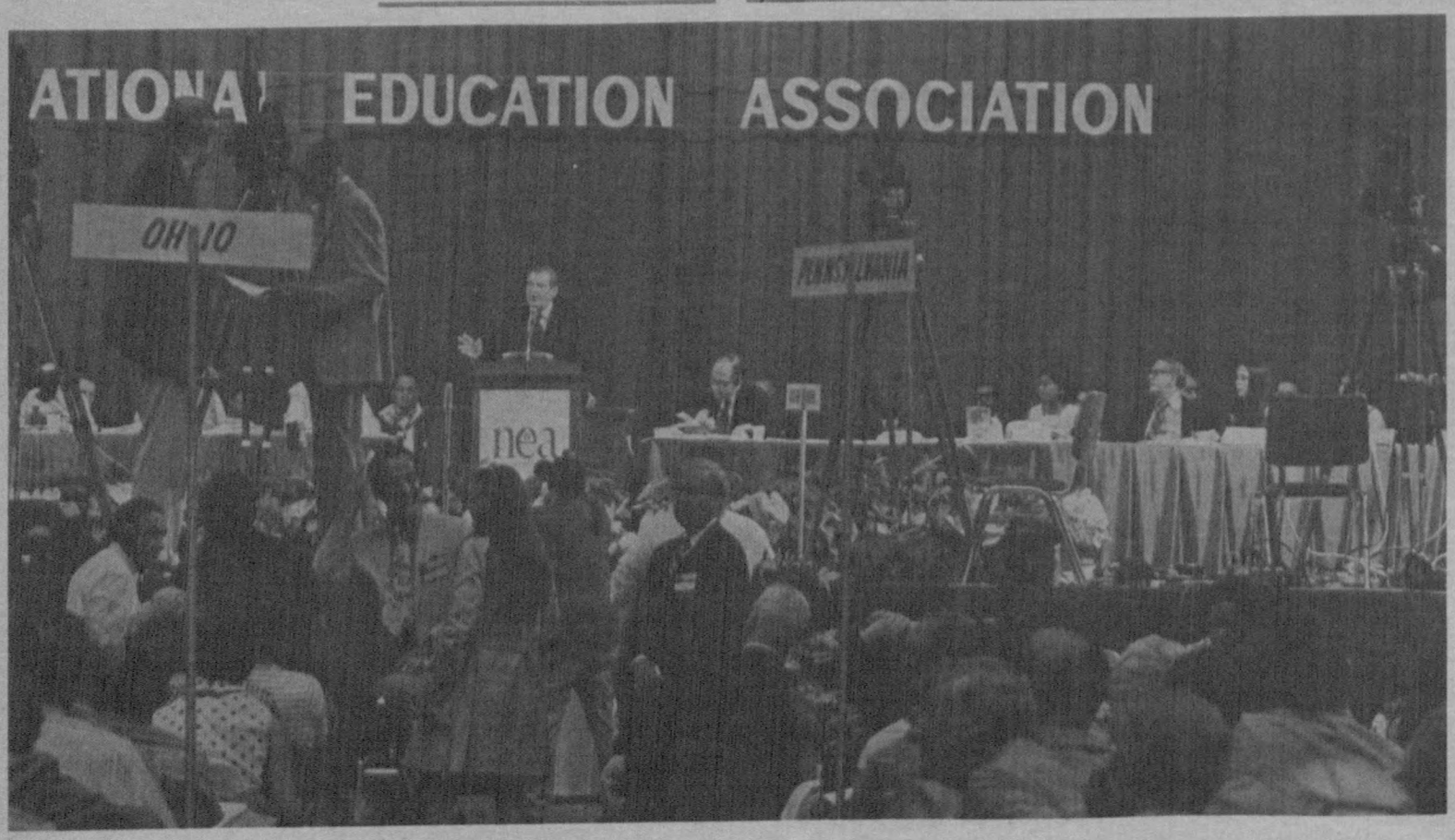
Contenders for the Democratic and Republican presidential nomination were invited to address the NEA summer meeting. Two candidates — Sen. George McGovern (D-S. Dak.) and Terry Sanford, former governor of North Carolina — spoke to the delegates. McGovern received his longest applause when he said that he wanted to see that "all American teachers have a federally assured right to collective bargaining." "Once teachers are accorded their proper respect, once they are paid as full profesionals, once the blame for educational failure is placed where it belongs — on regressive tax structures, on discriminatory hiring, on outmoded curricula, on the plain unwillingness of a few to allow free and equal opportunity for all—and not solely on the backs of teachers, then I think teaching will regain the eminence it had in the earliest days of our republic," McGovern said.

At White House Rally, held immediately after Senator McGovern's speech, the candidate waded into the crowd of NEA members.

Tickets to the White House Rally —with the proceeds going to the NEA Political Action Committee—also entitled the bearer to a chance at the door prize, a 1972, air-conditioned Ford Pinto. Winner of the car was Gary Elman, president of the Downers Grove High School Education Association, Des Plaines, Illinois, shown here with the prize.



Press and television workers and equipment crowded Convention Hall when the political candidates spoke. Here, former North Carolina Governor Sanford addresses the assembly. Like McGovern, Sanford blasted President Nixon's vetoes of education bills and criticized the present administration's education record. Nixon and presidential candidates Hubert Humphrey (D-Minn.) and Edmund Muskie (D-Me.), although invited to address the meeting, did not attend.



NEA TESTIFIES

Action asked on mobile teacher bill

NEA has asked Congress to eliminate a roadblock which bars teachers who move from one state to another from receiving full retirement benefits.

"The loss of retirement credits exerts a stranglehold on the natural mobility of the teaching profession to the detriment of education," an NEA witness told a subcommittee of the House Committee on Education and Labor on August 9.

TRANSFERS DISCOURAGED

Thousands of teachers are discouraged from taking teaching positions outside their state—often in areas where teachers are desperately needed—because most states do not recognize retirement credits earned in other states, said the NEA spokesman. NEA and the National Council on Teacher Retirement are urging Congress to establish a federal-state program to assist in the funding of retirement benefits for teachers who cross state lines and continue to teach.

Called the Mobile Teachers' Retirement Assistance Act (H.R. 10216), the legislation before the subcommittee would apply to some 2.5 million teachers in public education from preschool through higher education. It would enable those teachers who have taught in two or more states to receive retirement benefits comparable to what they would have received if they had not moved.

LOSS TO NATION

NEA contends that the loss of retirement credits by teachers who move interstate is detrimental to the best interests of education and the nation. The Association has pointed out that a measure of mobility is desirable in any profession, but is "perhaps even more valuable in education," because mobility makes possible the employment of the best qualified teachers in the positions best suited to their talents and experience. However, limitation on teacher mobility prevents teachers with varied backgrounds and expertise from moving into new communities and accepting "the challenges presented by the areas of greatest education need," NEA testified.

The need for greater mobility is emphasized by shortage of qualified teachers in many subject areas, in spite of an overall surplus of teachers nationwide. The teacher supply and demand picture accentuates the need for the "appropriate teacher in the appropriate position," said NEA.

"The critical educational problems of deprived urban and rural areas are only the most dramatic illustrations," according to the testimony.

A recent NEA survey disclosed that "low supplies" or "extremely low supplies" of qualified teachers existed in many states, especially in such areas as special education, industrial arts, special assignments in remedial reading and disadvantaged children, speech correction, elementary school librarian, and mathematics.

Congressional Voting Record
Senate

Every NEA member, as a voter, has a voice in the makeup of the 93rd Congress, to be elected November 7. Work for the election of candidates in your state who are committed to better schooling. The voting records on this page show how each Senator voted—wrong or right—according to NEA's position on these selected issues.

Note, however, that the judgment as to a legislator's stance on education should be based on a careful review of his entire posture, including his public statements and his replies to direct questioning through correspondence or interviews. It is also important to consider his committee assignments and leadership responsibilities.

School busing to advance integration was but one of many hotly debated issues in the 92nd Congress. The level of federal school funding, child day care subsidized by Washington, voter registration, retroactive pay for teachers caught in the wage freeze, assistance for schools trying to desegregate, and extension of higher education programs were among the major concerns on Capitol Hill. Congress and the Administration collided at every turn during two stormy sessions.

The voting records printed on these pages are intended to give a reasonable profile of the Members of the 92nd Congress on the major issues. Voting records are based on roll calls as published in the *Congressional Record*.

1. Emergency School Assistance

Motion to pass bill authorizing $1.5 billion to assist school districts in the process of desegregating. NEA supported. Passed 74-8. April 26, 1971.

2. Economic Controls

Motion to pass Economic Stabilization Act (Phase II), including language to provide retroactive pay for teachers and others frozen during Phase I of the economic control program. NEA supported. Passed 86-4. December 1, 1971.

3. OEO Veto Override

Motion to override veto of conference report on S 2007, a bill providing child development (day care) and extending programs of the Office of Economic Opportunity. NEA supported. Failed to get necessary two-thirds vote by 51-36. December 10, 1971.

4. Voter Registration

Motion to table National Voter Registration Act, S 2574. NEA opposed. Passed 46-42. March 15, 1972.

5. Omnibus Higher Education Bill

Motion to pass S 659, the omnibus higher education bill. NEA supported all but anti-busing provisions. Passed 63-15. May 24, 1972.

6. Education Appropriations, FY 1973

Motion to adopt conference report on HR 15417, Labor/HEW Appropriations for FY 1973, including $4.1 billion for education. NEA supported. Passed 62-22. August 10, 1972.

Record of the House appears on the next three pages

KEY TO SYMBOLS

R—Right, according to NEA position.
W—Wrong, according to NEA position.
NV—Not voting, paired, absent, or present but not voting.
——Newly elected member.

	1 Emergency School Assistance	2 Economic Controls	3 OEO Veto Override	4 Voter Registration	5 Omnibus Higher Education Bill	6 Education Appropriations, FY 1973
ALABAMA						
Allen (D)	W	R	W	W	R	W
Sparkman (D)	R	R	R	W	R	R
ALASKA						
Gravel (D)	NV	R	NV	R	NV	R
Stevens (R)	R	R	R	W	R	R
ARIZONA						
Fannin (R)	R	R	W	W	R	W
Goldwater (R)	NV	W	NV	W	NV	NV
ARKANSAS						
McClellan (D)	W	R	R	NV	NV	R
Fulbright (D)	R	W	R	NV	R	R
CALIFORNIA						
Cranston (D)	R	R	R	R	R	R
Tunney (D)	R	R	R	R	R	R
COLORADO						
Allott (R)	R	R	W	W	R	R
Dominick (R)	NV	R	W	W	R	W
CONNECTICUT						
Ribicoff (D)	R	R	R	NV	W	R
Weicker (R)	R	R	NV	W	W	R
DELAWARE						
Boggs (R)	R	R	R	W	R	R
Roth (R)	R	R	W	W	R	W
FLORIDA						
Gurney (R)	R	R	W	W	R	W
Chiles (D)	R	NV	R	NV	R	R
GEORGIA						
Talmadge (D)	R	R	W	W	R	W
Gambrell (D)	R	NV	NV	W	W	NV
HAWAII						
Inouye (D)	R	R	R	R	W	R
Fong (R)	R	R	R	W	NV	R
IDAHO						
Church (D)	R	R	R	R	NV	R
Jordan (R)	R	R	W	W	NV	W
ILLINOIS						
Percy (R)	R	R	NV	NV	NV	R
Stevenson (D)	R	R	R	R	R	R
INDIANA						
Bayh (D)	R	NV	R	R	R	R
Hartke (D)	NV	NV	R	R	NV	R
IOWA						
Hughes (D)	R	R	R	R	W	R
Miller (R)	NV	R	W	W	R	W
KANSAS						
Dole (R)	R	R	W	W	R	W
Pearson (R)	NV	R	W	W	R	R
KENTUCKY						
Cook (R)	NV	R	W	W	R	R
Cooper (R)	R	R	W	W	R	R
LOUISIANA						
Edwards (D)	—	—	—	—	—	NV
Long (D)	NV	R	NV	R	R	R
MAINE						
Muskie (D)	NV	NV	NV	NV	NV	R
Smith (R)	R	R	NV	R	R	R
MARYLAND						
Mathias (R)	R	R	R	R	NV	R
Beall (R)	R	R	W	W	R	R
MASSACHUSETTS						
Kennedy (D)	NV	R	R	R	W	NV
Brooke (R)	R	R	R	R	NV	R
MICHIGAN						
Hart (D)	R	R	R	R	W	R
Griffin (R)	R	R	W	W	R	NV
MINNESOTA						
Mondale (D)	R	R	R	R	W	R
Humphrey (D)	R	R	R	NV	NV	R
MISSISSIPPI						
Eastland (D)	W	R	W	W	NV	NV
Stennis (D)	W	R	W	W	R	R
MISSOURI						
Eagleton (D)	R	R	R	R	R	R
Symington (D)	R	R	R	R	R	R
MONTANA						
Mansfield (D)	R	R	R	R	NV	R
Metcalf (D)	R	R	R	NV	R	R
NEBRASKA						
Curtis (R)	R	R	W	W	R	W
Hruska (R)	R	R	W	W	R	W
NEVADA						
Bible (D)	R	R	R	R	R	R
Cannon (D)	R	R	R	R	R	R
NEW HAMPSHIRE						
McIntyre (D)	R	R	R	NV	R	R
Cotton (R)	R	R	R	W	R	W
NEW JERSEY						
Williams (D)	R	NV	R	R	R	R
Case (R)	R	R	R	R	W	R
NEW MEXICO						
Anderson (D)	R	R	NV	R	NV	R
Montoya (D)	R	R	R	R	R	R
NEW YORK						
Javits (R)	R	R	R	R	W	R
Buckley (I)	R	R	W	W	W	W
NORTH CAROLINA						
Ervin (D)	W	R	W	W	R	W
Jordan (D)	R	R	R	W	NV	W
NORTH DAKOTA						
Burdick (D)	R	R	R	R	R	R
Young (R)	R	R	W	R	R	R
OHIO						
Taft (R)	R	R	W	W	R	W
Saxbe (R)	R	NV	W	W	R	R
OKLAHOMA						
Harris (D)	NV	W	NV	NV	NV	NV
Bellmon (R)	R	R	W	R	NV	W
OREGON						
Hatfield (R)	R	R	R	W	NV	NV
Packwood (R)	NV	R	W	W	W	R
PENNSYLVANIA						
Schweiker (R)	R	R	R	R	R	R
Scott (R)	R	R	W	W	R	R
RHODE ISLAND						
Pastore (D)	R	R	R	R	R	R
Pell (D)	R	R	R	R	R	NV
SOUTH CAROLINA						
Hollings (D)	NV	R	R	R	R	R
Thurmond (R)	W	R	W	W	R	W
SOUTH DAKOTA						
McGovern (D)	NV	NV	R	R	NV	NV
Mundt (R)	NV	NV	NV	NV	NV	NV
TENNESSEE						
Brock (R)	NV	R	W	W	R	W
Baker (R)	R	R	W	W	R	R
TEXAS						
Bentsen (D)	R	R	R	W	R	R
Tower (R)	R	R	W	W	R	W
UTAH						
Moss (D)	R	R	R	R	NV	R
Bennett (R)	NV	NV	NV	W	R	W
VERMONT						
Aiken (R)	R	R	W	W	R	R
Stafford (R)	—	R	R	W	R	R
VIRGINIA						
Byrd (D)	W	R	W	W	R	NV
Spong (D)	R	R	R	W	R	R
WASHINGTON						
Jackson (D)	NV	R	R	NV	R	R
Magnuson (D)	R	R	R	R	R	R
WEST VIRGINIA						
Byrd (D)	R	R	NV	R	R	R
Randolph (D)	R	R	R	R	R	NV
WISCONSIN						
Nelson (D)	R	R	R	R	W	R
Proxmire (D)	R	W	R	R	R	R
WYOMING						
McGee (D)	R	R	R	R	NV	NV
Hansen (R)	R	R	W	W	NV	W

Congressional Voting Record House of Representatives

Every NEA member, as a voter, has a voice in the makeup of the 93rd Congress, to be elected November 7. Work for the election of candidates in your state who are committed to better schooling. The records on these pages show how each Congressman voted—wrong or right—according to NEA's position on these selected issues.

Note, however, that the judgment as to a legislator's stance on education should be based on a careful review of his entire posture, including his public statements and his replies to direct questioning through correspondence or interviews. It is also important to consider his committee assignments and leadership responsibilities.

The voting records printed on these pages are intended to give a reasonable profile of the Members of the 92nd Congress on the major issues. Voting records are based on roll calls as published in the *Congressional Record*.

1. Hathaway Amendment
Amendment to add $728.9 million to FY 1972 education appropriations. NEA supported. Failed 191-187. April 7, 1971.

2. EEOC Amendment
Amendment to take away enforcement powers proposed for Equal Employment Opportunity Commission and delete provision to include public employees (including teachers) in EEOC jurisdiction. NEA opposed. Passed 202-197. September 16, 1971.

3. OEO Extension, Child Day Care
Motion to retain child development (day care) provisions in the bill to extend programs of the Office of Economic Opportunity. NEA supported. Passed 186-183. September 30, 1971.

4. Economic Controls
Motion to pass Economic Stabilization Act (Phase II), including language to provide retroactive pay for teachers frozen during Phase I of the economic control program. NEA supported. Passed 324-33. December 10, 1971.

5. Omnibus Higher Education Bill
Motion to adopt conference report on S 659, the omnibus higher education bill. NEA supported all but anti-busing provisions. Passed 218-180. June 8, 1972.

6. Second Hathaway Amendment
Amendment to add $364 million to FY 1973 education appropriations. NEA supported. Passed 212-163. June 15, 1972.

7. Education Appropriations
Motion to adopt conference report on HR 15417, Labor/HEW Appropriations for FY 1973, including $4.1 billion for education. NEA supported. Passed 240-167. August 9, 1972.

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R—Right, according to NEA position.
W—Wrong, according to NEA position.
NV—Not voting, paired, absent, or present but not voting.
— —Newly elected member.
S—Speaker, as presiding officer, usually does not vote.

	1 Hathaway Amendment	2 EEOC Amendment	3 OEO Extension, Child Day Care	4 Economic Controls	5 Omnibus Higher Education Bill	6 Second Hathaway Amendment	7 Education Appropriations
ALABAMA							
1. Edwards (R)	W	W	NV	R	W	W	W
2. Dickinson (R)	W	W	W	R	W	W	W
3. Andrews (D)	—	—	—	—	W	R	R
4. Nichols (D)	W	W	NV	R	W	NV	R
5. Flowers (D)	W	W	W	R	W	R	R
6. Buchanan (R)	W	W	W	R	R	R	R
7. Bevill (D)	NV	W	W	R	W	R	R
8. Jones (D)	NV	W	R	R	R	W	R
ALASKA							
AL Begich (D)	R	R	R	R	R	R	R
ARIZONA							
1. Rhodes (R)	W	W	W	R	W	W	W
2. Udall (D)	R	R	R	NV	R	R	R
3. Steiger (R)	NV	W	W	NV	W	W	W
ARKANSAS							
1. Alexander (D)	NV	NV	R	R	W	R	R
2. Mills (D)	NV	R	R	NV	W	NV	R
3. Hammerschmidt (R)	R	W	W	R	R	R	R
4. Pryor (D)	NV	NV	R	NV	NV	NV	R
CALIFORNIA							
1. Clausen (R)	W	W	W	R	R	W	W
2. Johnson (D)	R	R	R	R	R	R	R
3. Moss (D)	R	R	NV	W	NV	R	R
4. Leggett (D)	R	R	R	R	R	R	R
5. Burton (D)	R	R	R	R	NV	R	R
6. Mailliard (R)	W	W	W	R	R	NV	R
7. Dellums (D)	R	R	R	W	W	R	R
8. Miller (D)	R	R	NV	R	NV	R	NV
9. Edwards (D)	R	R	R	R	W	R	R
10. Gubser (R)	W	W	W	R	R	W	W
11. McCloskey (R)	NV	R	NV	R	R	NV	R
12. Talcott (R)	W	W	W	NV	R	NV	W
13. Teague (R)	W	W	W	R	R	W	W
14. Waldie (D)	NV	R	W	W	W	R	R
15. McFall (D)	R	R	NV	R	R	W	R
16. Sisk (D)	R	R	NV	R	W	R	R
17. Anderson (D)	R	R	R	R	R	R	R
18. Mathias (R)	W	W	W	R	W	W	W
19. Holifield (D)	R	R	NV	R	NV	R	R
20. Smith (R)	W	W	NV	NV	W	W	W
21. Hawkins (D)	R	R	R	W	W	R	R
22. Corman (D)	R	R	R	NV	W	R	R
23. Clawson (R)	W	NV	NV	R	NV	W	W
24. Rousselot (R)	W	W	NV	W	W	NV	W
25. Wiggins (R)	W	W	NV	R	R	NV	W
26. Rees (D)	R	R	R	R	R	R	R
27. Goldwater (R)	W	NV	W	NV	W	W	W
28. Bell (R)	R	W	R	NV	R	NV	R
29. Danielson (D)	R	R	R	R	NV	R	R
30. Roybal (D)	R	NV	R	R	R	R	R
31. Wilson (D)	R	R	R	NV	W	R	R
32. Hosmer (R)	W	W	W	R	R	NV	W
33. Pettis (R)	W	W	W	R	R	R	W
34. Hanna (D)	NV	R	NV	W	R	R	R
35. Schmitz (R)	W	W	W	W	W	W	NV
36. Wilson (R)	W	W	W	R	NV	W	R
37. Van Deerlin (D)	R	R	R	NV	R	R	R
38. Veysey (R)	W	W	W	NV	W	R	W
COLORADO							
1. McKevitt (R)	W	W	W	NV	W	W	W
2. Brotzman (R)	W	W	W	R	R	W	W
3. Evans (D)	W	NV	R	NV	R	R	R
4. Aspinall (D)	W	R	R	R	R	W	R
CONNECTICUT							
1. Cotter (D)	R	R	R	R	R	R	R
2. Steele (R)	NV	R	W	R	R	R	R
3. Giaimo (D)	W	R	R	R	W	W	R
4. McKinney (R)	W	NV	R	R	R	R	W
5. Monagan (D)	R	R	R	R	R	W	R
6. Grasso (D)	R	R	NV	R	R	R	R
DELAWARE							
AL DuPont (R)	W	W	W	R	R	W	W

	1	2	3	4	5	6	7
FLORIDA							
1. Sikes (D)	W	W	NV	NV	W	W	W
2. Fuqua (D)	R	W	R	NV	R	NV	R
3. Bennett (D)	W	W	R	R	W	W	W
4. Chappell (D)	W	W	W	R	NV	W	W
5. Frey (R)	W	NV	W	R	W	W	W
6. Gibbons (D)	R	W	R	R	W	W	R
7. Haley (D)	NV	W	W	R	W	W	W
8. Young (R)	W	W	W	R	R	W	W
9. Rogers (D)	R	W	R	R	W	W	W
10. Burke (R)	W	W	W	R	W	W	W
11. Pepper (D)	R	R	NV	R	R	R	R
12. Fascell (D)	R	R	R	R	R	R	R
GEORGIA							
1. Hagan (D)	W	W	W	R	W	NV	NV
2. Mathis (D)	R	W	W	R	W	W	W
3. Brinkley (D)	R	W	W	R	W	R	W
4. Blackburn (R)	W	W	W	NV	W	W	W
5. Thompson (R)	W	W	W	R	W	W	W
6. Flynt (D)	NV	W	NV	R	W	W	NV
7. Davis (D)	NV	W	W	R	W	R	NV
8. Stuckey (D)	R	W	NV	R	W	W	NV
9. Landrum (D)	W	W	W	R	W	NV	W
10. Stephens (D)	R	W	W	R	R	NV	R
HAWAII							
AL Matsunaga (D)	NV	R	R	R	R	R	R
AL Mink (D)	R	R	R	NV	R	R	R
IDAHO							
1. McClure (R)	NV	W	NV	R	R	NV	NV
2. Hansen (R)	NV	W	NV	R	R	W	W
ILLINOIS							
1. Metcalfe (D)	R	R	NV	NV	NV	NV	R
2. Mikva (D)	R	R	R	NV	NV	R	R
3. Murphy (D)	NV	NV	R	R	R	R	R
4. Derwinski (R)	W	NV	NV	NV	NV	W	W
5. Kluczynski (D)	R	R	NV	NV	R	R	R
6. Collins (D)	NV	R	R	NV	W	R	R
7. Annunzio (D)	R	R	R	NV	W	R	R
8. Rostenkowski (D)	R	R	R	NV	R	R	R
9. Yates (D)	R	R	R	R	R	R	R
10. Collier (R)	W	W	W	R	W	W	W
11. Pucinski (D)	R	R	R	R	R	R	R
12. McClory (R)	W	R	W	R	NV	R	R
13. Crane (R)	W	W	W	W	W	W	W
14. Erlenborn (R)	W	W	W	R	R	W	W
15. Carlson (R)	—	—	—	—	W	W	W
16. Anderson (R)	NV	R	W	R	R	W	W
17. Arends (R)	W	W	W	R	W	W	W
18. Michel (R)	W	W	W	W	W	W	W
19. Railsback (R)	W	NV	W	R	R	W	R
20. Findley (R)	W	W	W	R	W	W	W
21. Gray (D)	NV	R	R	R	R	R	R
22. Springer (R)	W	W	W	NV	NV	NV	W
23. Shipley (D)	NV	R	R	R	W	R	R
24. Price (D)	R	R	R	R	W	R	R
INDIANA							
1. Madden (D)	R	R	R	R	W	R	R
2. Landgrebe (R)	W	W	W	W	W	W	W
3. Brademas (D)	R	R	R	R	R	R	R
4. Roush (D)	R	R	R	NV	R	R	R
5. Hillis (R)	W	R	W	R	W	NV	R
6. Bray (R)	W	W	W	R	W	NV	W
7. Myers (R)	W	W	W	R	R	W	R
8. Zion (R)	W	W	W	R	R	W	W
9. Hamilton (D)	R	R	R	R	R	R	R
10. Dennis (R)	W	W	W	W	W	W	W
11. Jacobs (D)	R	R	R	R	R	R	R
IOWA							
1. Schwengel (R)	W	W	W	R	R	R	R
2. Culver (D)	R	R	R	R	R	R	R
3. Gross (R)	W	W	W	W	W	W	W
4. Kyl (R)	W	W	W	R	R	W	W
5. Smith (D)	W	R	R	R	R	W	R
6. Mayne (R)	W	W	W	R	W	W	W
7. Scherle (R)	W	W	W	NV	R	W	W
KANSAS							
1. Sebelius (R)	R	NV	W	R	R	W	W
2. Roy (D)	R	R	R	R	R	R	R
3. Winn (R)	W	W	W	R	R	NV	W
4. Shriver (R)	W	W	W	R	R	W	R
5. Skubitz (R)	NV	W	W	R	R	W	W
KENTUCKY							
1. Stubblefield (D)	R	W	R	R	W	R	R
2. Natcher (D)	W	W	R	R	W	W	R
3. Mazzoli (D)	R	W	R	R	R	R	R
4. Snyder (R)	W	W	W	R	W	W	W
5. Carter (R)	W	W	W	R	R	W	R
6. Curlin (D)	—	—	—	R	R	NV	R
7. Perkins (D)	R	R	R	R	R	NV	R

	1	2	3	4	5	6	7
LOUISIANA							
1. Hebert (D)	NV	W	NV	NV	W	NV	NV
2. Boggs (D)	R	R	R	R	R	R	R
3. Caffery (D)	W	W	W	R	W	R	R
4. Waggonner (D)	NV	W	W	R	W	W	W
5. Passman (D)	W	W	NV	R	NV	NV	NV
6. Rarick (D)	W	W	W	W	W	W	NV
7. Vacancy							
8. Long (D)	NV	NV	NV	R	W	NV	NV
MAINE							
1. Kyros (D)	R	R	R	R	R	NV	R
2. Hathaway (D)	R	R	R	R	R	R	R
MARYLAND							
1. Mills (R)	—	W	W	R	W	W	W
2. Long (D)	NV	R	R	W	W	W	R
3. Garmatz (D)	R	R	R	R	W	NV	R
4. Sarbanes (D)	R	R	R	R	R	R	R
5. Hogan (R)	W	R	W	R	W	W	W
6. Byron (D)	R	W	R	R	W	R	W
7. Mitchell (D)	R	R	R	R	W	R	R
8. Gude (R)	R	R	R	NV	NV	R	R
MASSACHUSETTS							
1. Conte (R)	W	R	R	R	R	W	R
2. Boland (D)	R	R	R	R	R	W	R
3. Drinan (D)	R	R	R	R	W	R	R
4. Donohue (D)	R	R	R	R	R	R	R
5. Vacancy							
6. Harrington (D)	R	R	R	R	W	R	R
7. Macdonald (D)	NV	R	R	R	R	R	R
8. O'Neill (D)	R	R	R	R	R	R	R
9. Hicks (D)	NV	R	R	R	R	R	R
10. Heckler (R)	NV	R	R	R	R	R	R
11. Burke (D)	R	R	R	R	R	R	R
12. Keith (R)	W	W	W	R	R	W	W
MICHIGAN							
1. Conyers (D)	R	R	R	NV	W	R	R
2. Esch (R)	NV	W	R	R	R	R	R
3. Brown (R)	NV	W	R	R	R	W	W
4. Hutchinson (R)	W	W	R	R	R	W	W
5. Ford, G. (R)	W	W	W	R	W	W	W
6. Chamberlain (R)	W	W	W	R	R	R	R
7. Riegle (R)	R	R	R	R	R	R	R
8. Harvey (R)	NV	W	W	R	R	W	R
9. Vander Jagt (R)	W	W	W	R	W	R	W
10. Cederberg (R)	W	W	W	R	R	W	W
11. Ruppe (R)	W	W	W	R	R	R	W
12. O'Hara (D)	R	R	R	W	R	R	R
13. Diggs (D)	R	R	NV	NV	NV	R	R
14. Nedzi (D)	R	R	R	W	R	R	NV
15. Ford, W. (D)	R	R	R	W	R	R	R
16. Dingell (D)	R	R	R	W	R	NV	R
17. Griffiths (D)	R	R	NV	NV	NV	NV	R
18. Broomfield (R)	W	W	W	R	R	NV	NV
19. McDonald (R)	W	W	W	R	W	NV	NV
MINNESOTA							
1. Quie (R)	W	W	W	R	R	W	W
2. Nelsen (R)	W	W	W	R	R	W	W
3. Frenzel (R)	W	R	NV	R	R	W	W
4. Karth (D)	R	NV	R	R	R	R	W
5. Fraser (D)	R	R	R	R	W	R	R
6. Zwach (R)	W	R	W	R	R	R	R
7. Bergland (D)	R	R	R	R	R	R	R
8. Blatnik (D)	R	R	R	NV	R	R	NV
MISSISSIPPI							
1. Abernethy (D)	W	W	W	R	NV	NV	W
2. Whitten (D)	W	W	W	R	W	W	R
3. Griffin (D)	W	W	W	R	W	W	W
4. Montgomery (D)	W	NV	W	R	W	NV	W
5. Colmer (D)	NV	W	W	R	W	W	W
MISSOURI							
1. Clay (D)	NV	R	R	NV	W	R	R
2. Symington (D)	R	R	R	R	R	R	R
3. Sullivan (D)	R	NV	R	NV	W	NV	R
4. Randall (D)	R	R	W	R	R	R	W
5. Bolling (D)	R	R	R	R	W	R	R
6. Hull (D)	W	W	W	R	W	W	R
7. Hall (R)	W	W	NV	W	W	NV	W
8. Ichord (D)	R	W	W	R	R	R	W
9. Hungate (D)	R	W	W	W	R	R	R
10. Burlison (D)	R	R	R	R	R	W	W
MONTANA							
1. Shoup (R)	W	NV	W	R	R	R	W
2. Melcher (D)	R	R	R	R	R	R	R
NEBRASKA							
1. Thone (R)	W	W	W	R	R	R	W
2. McCollister (R)	W	W	W	R	W	W	W
3. Martin (R)	W	W	W	NV	NV	W	W
NEVADA							
AL Baring (D)	R	W	W	R	W	R	R
NEW HAMPSHIRE							
1. Wyman (R)	W	W	W	W	W	W	W
2. Cleveland (R)	W	W	W	W	W	R	W
NEW JERSEY							
1. Hunt (R)	W	W	NV	NV	W	W	W
2. Sandman (R)	W	W	W	W	W	W	W
3. Howard (D)	R	R	R	R	R	R	R
4. Thompson (D)	NV	R	R	R	R	NV	NV
5. Frelinghuysen (R)	W	W	NV	W	R	W	W
6. Forsythe (R)	W	W	W	W	R	R	R
7. Widnall (R)	W	NV	W	W	R	R	R
8. Roe (D)	NV	R	R	R	R	R	R
9. Helstoski (D)	R	R	R	R	R	R	R
10. Rodino (D)	R	R	R	R	R	R	R
11. Minish (D)	R	R	R	R	R	R	R
12. Dwyer (R)	NV	NV	R	W	R	R	R
13. Gallagher (D)	NV	R	R	R	NV	NV	NV
14. Daniels (D)	R	R	R	R	R	R	R
15. Patten (D)	R	R	R	R	R	R	R

	1	2	3	4	5	6	7
NEW MEXICO							
1. Lujan (R)	W	W	NV	NV	NV	R	W
2. Runnels (D)	R	W	NV	W	W	R	R
NEW YORK							
1. Pike (D)	R	R	R	R	R	R	R
2. Grover (R)	NV	W	W	W	W	W	W
3. Wolff (D)	R	R	R	R	R	R	R
4. Wydler (R)	W	R	W	W	W	R	W
5. Lent (R)	W	W	W	W	R	R	W
6. Halpern (R)	R	R	R	NV	NV	NV	R
7. Addabbo (D)	R	R	R	R	R	R	R
8. Rosenthal (D)	R	R	R	R	W	R	R
9. Delaney (D)	NV	W	W	W	W	R	R
10. Celler (D)	R	R	NV	R	W	NV	R
11. Brasco (D)	R	R	R	R	R	R	R
12. Chisholm (D)	R	R	R	R	W	R	R
13. Podell (D)	R	R	R	R	R	R	R
14. Rooney (D)	R	R	R	R	NV	NV	NV
15. Carey (D)	R	R	R	R	R	R	R
16. Murphy (D)	R	R	NV	R	R	R	R
17. Koch (D)	R	R	R	NV	W	R	R
18. Rangel (D)	R	R	R	R	W	R	R
19. Abzug (D)	R	R	R	R	W	R	R
20. Ryan (D)	R	R	R	R	W	R	R
21. Badillo (D)	R	R	R	R	W	R	R
22. Scheuer (D)	R	R	R	R	R	R	R
23. Bingham (D)	R	R	R	R	R	NV	R
24. Biaggi (D)	R	R	R	R	R	R	R
25. Peyser (R)	W	R	R	R	R	R	R
26. Reid (D)	R	R	R	R	R	R	R
27. Dow (D)	R	R	R	W	W	R	R
28. Fish (R)	W	R	W	R	R	W	W
29. Stratton (D)	R	R	R	R	R	R	R
30. King (R)	W	W	W	R	W	W	W
31. McEwen (R)	W	NV	W	R	NV	NV	W
32. Pirnie (R)	W	W	NV	R	W	W	W
33. Robison (R)	W	R	W	R	R	W	W
34. Terry (R)	W	W	W	R	NV	W	W
35. Hanley (D)	R	R	R	R	R	R	R
36. Horton (R)	R	R	R	R	R	R	R
37. Conable (R)	W	W	NV	R	W	W	W
38. Hastings (R)	W	NV	W	R	R	W	W
39. Kemp (R)	W	W	W	R	R	R	W
40. Smith (R)	W	W	W	R	R	W	W
41. Dulski (D)	R	R	R	R	W	R	R
NORTH CAROLINA							
1. Jones (D)	R	W	W	NV	W	R	R
2. Fountain (D)	W	W	W	NV	W	R	W
3. Henderson (D)	R	W	W	R	W	R	R
4. Galifianakis (D)	R	W	R	NV	W	R	R
5. Mizell (R)	W	W	W	R	W	W	W
6. Preyer (D)	R	W	R	R	R	R	R
7. Lennon (D)	W	W	W	R	W	W	NV
8. Ruth (R)	W	W	W	R	W	W	W
9. Jonas (R)	W	W	NV	R	W	W	W
10. Broyhill (R)	W	W	W	NV	W	W	W
11. Taylor (D)	R	W	W	R	W	R	R
NORTH DAKOTA							
1. Andrews (R)	W	W	W	R	R	W	R
2. Link (D)	R	R	R	R	R	NV	R
OHIO							
1. Keating (R)	W	W	W	R	R	R	W
2. Clancy (R)	W	W	W	R	W	W	W
3. Whalen (R)	W	R	R	R	W	R	R
4. McCulloch (R)	NV	NV	NV	R	W	W	W
5. Latta (R)	W	W	W	R	R	W	W
6. Harsha (R)	W	W	W	R	R	W	W
7. Brown (R)	W	NV	W	R	R	R	W
8. Betts (R)	W	W	W	R	W	NV	W
9. Ashley (D)	NV	R	NV	R	R	R	R
10. Miller (R)	W	W	W	R	R	W	W
11. Stanton, J. W. (R)	W	R	W	R	R	W	W
12. Devine (R)	W	R	W	R	W	W	W
13. Mosher (R)	W	R	R	R	R	NV	R
14. Seiberling (D)	NV	R	R	W	R	R	R
15. Wylie (R)	W	W	W	R	R	W	W
16. Bow (R)	W	W	W	NV	W	W	W
17. Ashbrook (R)	W	W	W	NV	W	W	W
18. Hays (D)	R	R	R	NV	W	R	R
19. Carney (D)	R	R	R	NV	NV	R	R
20. Stanton, J. V. (D)	R	R	R	NV	R	R	R
21. Stokes (D)	R	R	R	NV	W	R	R
22. Vanik (D)	R	R	R	R	R	R	R
23. Minshall (R)	NV	W	W	NV	R	W	NV
24. Powell (R)	R	W	W	NV	W	R	W
OKLAHOMA							
1. Belcher (R)	W	W	W	NV	W	R	W
2. Edmondson (D)	R	R	NV	NV	R	NV	NV
3. Albert (D)	R	S	S	S	S	R	S
4. Steed (D)	R	R	W	NV	R	R	R
5. Jarman (D)	W	NV	W	R	W	R	W
6. Camp (R)	W	W	W	R	W	W	W
OREGON							
1. Wyatt (R)	W	W	W	R	W	R	R
2. Ullman (D)	R	R	R	R	W	W	R
3. Green (D)	NV	R	R	R	W	W	W
4. Dellenback (R)	W	W	W	R	R	W	W
PENNSYLVANIA							
1. Barrett (D)	R	R	R	R	R	R	R
2. Nix (D)	R	R	R	W	R	R	R
3. Byrne (D)	R	R	R	R	R	R	R
4. Eilberg (D)	R	R	R	NV	R	R	R
5. Green (D)	NV	R	R	R	R	R	R
6. Yatron (D)	NV	R	R	R	NV	R	R
7. Williams (R)	W	W	W	R	R	W	W
8. Biester (R)	R	R	R	R	R	R	R
9. Ware (R)	W	W	W	R	R	W	W
10. McDade (R)	W	R	R	R	W	W	R
11. Flood (D)	W	R	R	R	R	W	R
12. Whalley (R)	W	W	W	NV	W	W	W
13. Coughlin (R)	W	R	W	R	R	W	R
14. Moorhead (D)	R	R	NV	R	R	R	R
15. Rooney (D)	R	R	R	R	R	NV	R
16. Eshleman (R)	W	NV	NV	R	W	NV	W
17. Schneebeli (R)	W	W	W	R	R	W	W
18. Heinz (R)	—	—	—	R	R	R	R
19. Goodling (R)	W	W	NV	R	W	W	W
20. Gaydos (D)	R	R	NV	R	R	R	R
21. Dent (D)	R	R	R	R	R	R	R
22. Saylor (R)	W	R	W	R	W	W	W
23. Johnson (R)	W	NV	W	R	R	W	W
24. Vigorito (D)	R	R	R	R	R	R	R
25. Clark (D)	R	NV	R	R	NV	R	R
26. Morgan (D)	R	R	NV	R	R	R	R
27. Conover (R)	—	—	—	—	R	W	W

(Continued on next page)

Nixon Veto...

(Continued from page 3)

of the United States vetoed the education money bill and then threw a party for the 191 Congressmen who supported him. . . . Mr. Nixon's action as President is consistent with his previous record as Vice President: in 1960 he cast a tie-breaking vote in the Senate which tabled a general aid to education bill."

Feb. 6, 1970: "Nixon offers a hold-the-line budget for 1971. The . . . budget unveiled this week by President Nixon held few surprises for educators. With minor exceptions, the 1971 Nixon budget is the 1970 Nixon budget with what NEA . . . called 'a few modest increases to support his pious expressions of concern about urgent domestic needs.' The reaction of Congress is uncertain. The lawmakers have yet to recover from the sting of Mr. Nixon's veto of the 1970 money bill. . . ."

March 5, 1970: "President Nixon has sent an education message to Congress proposing what educators view as a 'words, not dollars' approach to solving the nation's school problems. Advocating reallocation of funds for new research efforts, Mr. Nixon declared: 'When educators, school boards and government officials alike admit that we have a great deal to learn about the way we teach, we will begin to climb up the staircase toward genuine reform.'" (NEA countered that underfunding has nearly always been responsible when federally financed education programs have failed. "Money is the overriding problem of the schools," NEA declared.)

Aug. 21, 1970: "The Senate on August 18 decisively overrode President Nixon's veto of the $4.4 billion education appropriation for fiscal 1971. The vote to override was 77-16, including 22 Republicans. The House had overridden the veto earlier by a vote of 289-114. The education bill (was) some $450 million over the Administration's request. . . ."

Feb. 2, 1971: "President Nixon has sent to Congress a fiscal 1972 budget including $4.7 billion for education programs administered by the U.S. Office of Education. Although this is about $300 million more than estimated outlays for fiscal 1971, most of the increases—almost $850 million—go to higher education for proposed reform of college grants and loans which expire this June. The President asked only $1.85 billion for elementary and secondary education—a drop of $50 million from FY 1971 appropriations. There were sharp budget cuts for several individual programs. . . . Mr. Nixon requested no money for school equipment and minor remodeling, nor for construction of school libraries."

TAX CREDIT BILL BEFORE CONGRESS

The House Ways and Means Committee is holding hearings on a bill to provide tax credits up to $200 to parents of children attending nonpublic elementary, or secondary schools. The bill, HR 16141, is sponsored by Rep. Wilbur D. Mills (D-Ark.), committee chairman, and Rep. Hugh Carey (D-N.Y.). Other similar measures are pending before the committee.

NEA estimates that the cost of this Administration-backed bill would be $1 billion during the first year. The Association contends that the tax credits are simply an attempt to provide federal funds to private and parochial schools.

Under harsh questioning by Rep. James C. Corman (D-Calif.), Administration officials admitted that the money lost by the Treasury under the proposed legislation would probably be replaced by funds which would otherwise be appropriated for public education. When asked by Corman which federal programs would be cut in such a case, the Administration spokesmen suggested federal impact aid as a likely source of funds. This program, which provides over $600 million annually to more than two-thirds of all Congressional districts, has been a prime target of Administration budget cutting.

NEA also noted that the billion-dollar tax credit porgram is approximately the size of education budget increases which have been vetoed by President Nixon.

Another NEA objection to the bill is that it would be of no help to low-income families which pay little or no taxes. Children from such families constitute less than three percent of parochial school enrollments. Thus, NEA argues, the establishment or perpetuation of schools which cater solely to middle and upper income families is contrary to the objective of economic integration.

The tax credit proposal is one of two titles in HR 16141. The other would establish a public education trust fund of $2.5 billion per year to pay states 50¢ for each dollar they spend to equalize education expenditures to school districts.

A similar trust fund proposal is in another bill introduced by Rep. Carl D. Perkins (D-Ky.), chairman of the Education and Labor Committee, and Rep. Roman C. Pucinski (D-Ill.), chairman of the General Education Subcommittee. It differs from the Carey-Mills bill by providing for gradual increases in authorizations to $10 billion annually by fiscal 1977.

The Perkins-Pucinski bill (HR 16202) also includes a strong accountability provision that would require all local education agencies to submit detailed reports and evaluations. In addition, the bill has a provision requiring each state education agency to spend a proportionate amount of the federal funds it receives for secular services, materials, equipment, or other arrangements for nonpublic school students, according to the number of such school children in the state. This provision is comparable to existing requirements in Titles I, II, and III of ESEA.

Voting Record of Congress

(Continued from preceding page)

	1	2	3	4	5	6	7
RHODE ISLAND							
1. St. Germain (D)	R	R	R	R	R	R	R
2. Tiernan (D)	R	R	R	NV	R	R	R
SOUTH CAROLINA							
1. Davis (D)	—	R	W	R	W	NV	R
2. Spence (R)	W	W	W	NV	W	W	W
3. Dorn (D)	R	W	NV	R	R	W	W
4. Mann (D)	W	W	W	R	W	W	W
5. Gettys (D)	R	W	W	R	W	W	W
6. McMillan (D)	W	W	W	R	NV	NV	R
SOUTH DAKOTA							
1. Denholm (D)	R	R	NV	R	NV	R	R
2. Abourezk (D)	R	R	NV	R	R	NV	R
TENNESSEE							
1. Quillen (R)	R	W	W	R	R	R	W
2. Duncan (R)	W	W	W	R	W	W	W
3. Baker (R)	W	W	W	R	W	W	W
4. Evins (D)	NV	W	NV	NV	W	W	R
5. Fulton (D)	R	R	R	R	W	R	R
6. Anderson (D)	R	NV	R	R	W	R	R
7. Blanton (D)	R	R	W	NV	W	NV	R
8. Jones (D)	NV	W	W	R	W	R	R
9. Kuykendall (R)	W	W	W	NV	R	W	W
TEXAS							
1. Patman (D)	R	W	NV	R	W	NV	R
2. Dowdy (D)	NV	W	W	NV	NV	NV	NV
3. Collins (R)	W	W	W	R	W	W	W
4. Roberts (D)	W	W	W	R	W	W	W
5. Cabell (D)	W	W	W	R	W	W	W
6. Teague (D)	W	R	W	R	W	W	W
7. Archer (R)	W	W	W	W	W	W	W
8. Eckhardt (D)	R	R	R	NV	W	R	R
9. Brooks (D)	R	R	R	R	R	R	R
10. Pickle (D)	R	W	R	R	R	W	R
11. Poage (D)	W	W	R	R	W	NV	R
12. Wright (D)	R	W	NV	NV	R	R	R
13. Purcell (D)	W	W	W	R	W	R	R
14. Young (D)	W	W	R	R	W	R	R
15. de la Garza (D)	R	R	R	W	R	R	R
16. White (D)	R	W	W	R	R	R	R
17. Burleson (D)	W	W	W	W	W	W	W
18. Price (R)	W	W	W	R	NV	W	W
19. Mahon (D)	W	W	W	R	W	W	R
20. Gonzalez (D)	R	R	R	W	R	R	R
21. Fisher (D)	W	W	W	R	W	W	W
22. Casey (D)	W	W	R	R	W	W	R
23. Kazen (D)	R	R	R	R	R	R	R
UTAH							
1. McKay (D)	NV	R	R	R	R	NV	R
2. Lloyd (R)	W	W	W	NV	R	W	W
VERMONT							
AL Mallary (R)	—	—	—	—	R	W	W
VIRGINIA							
1. Downing (D)	W	W	W	R	W	W	W
2. Whitehurst (R)	R	W	W	R	W	W	W
3. Satterfield (D)	W	W	W	R	W	W	W
4. Abbitt (D)	W	NV	W	R	W	W	W
5. Daniel (D)	W	W	W	R	W	W	W
6. Poff (R)	W	W	NV	R	W	W	W
7. Robinson (R)	W	W	W	R	W	W	W
8. Scott (R)	W	W	W	R	W	W	W
9. Wampler (R)	W	W	W	R	W	W	W
10. Broyhill (R)	W	W	W	R	W	R	W
WASHINGTON							
1. Pelly (R)	W	W	W	R	R	W	NV
2. Meeds (D)	R	R	R	R	R	R	R
3. Hansen (D)	NV	NV	R	R	R	R	R
4. McCormack (D)	R	NV	R	R	R	R	NV
5. Foley (D)	R	R	R	NV	R	R	R
6. Hicks (D)	R	R	W	NV	R	R	R
7. Adams (D)	R	R	NV	R	R	R	R
WEST VIRGINIA							
1. Mollohan (D)	R	NV	R	NV	R	R	R
2. Staggers (D)	R	R	R	R	R	R	R
3. Slack (D)	W	R	R	R	W	W	R
4. Hechler (D)	R	R	R	W	R	R	R
5. Kee (D)	R	R	R	R	R	NV	R
WISCONSIN							
1. Aspin (D)	R	R	R	R	R	R	R
2. Kastenmeier (D)	R	R	R	R	W	R	R
3. Thomson (R)	W	W	R	R	R	R	R
4. Zablocki (D)	R	R	R	R	R	R	R
5. Reuss (D)	R	R	R	NV	W	R	R
6. Steiger (R)	W	W	W	W	R	NV	W
7. Obey (D)	R	R	R	R	R	R	R
8. Byrnes (R)	W	W	W	R	W	W	W
9. Davis (R)	W	W	W	R	W	W	W
10. O'Konski (R)	R	R	R	R	R	R	R
WYOMING							
AL Roncalio (D)	R	R	R	NV	R	R	R

NEA President Catharine Barrett, shown here meeting the press during the Atlantic City meeting, set her top priority for her term of office as political action.

William Moore, a 100-year-old New Jersey teacher and teaching principal, is introduced to the NEA Convention by former NJEA President Elizabeth McGonigle.

On the platform: New NEA President Catharine Barrett (right); 1971-72 President Donald E. Morrison; Mrs. Morrison; and (from left) Ann Morrison; Mary Peshel, a Morrison family friend; and Nancy Morrison.

U.S. NOT ACTING ON DISPLACED TEACHERS, NEA CHARGES

An NEA spokesman has strongly citicized the U.S. Department of Health, Education, and Welfare for "not living up to its press releases" in respect to aiding teachers and students displaced in the wake of desegregation in the South.

Samuel B. Ethridge, director of the NEA Office of Teacher Rights, asserted that HEW's actual accomplishments in that area have had weak resemblance to the hopes held out in its news announcements and memorandums. Ethridge's comments were for the educational workshop at the annual convention of the Southern Christian Leadership Conference last month.

Associate Commissioner of Education Herman Goldberg and other officials meeting with educational leaders last December, the NEA executive said, talked about a $9.5 million program to help bring about an end to discriminatory hiring, promotion, and retention policies of Southern school boards.

"This $9.5 million dollar program, which was already too little and too late, shrunk first to $6 million, and now I hear it will only be $4 million when it's implemented," Ethridge said.

Ethridge called attention to a press report last spring which quoted an OE official as stating in a confidential memo that "elimination of this problem (displacement of black educators) is one of the highest priorities in the Office of Education." In an earlier memo, an OE official referred to the displacement of minority students and educators as a "very serious problem" and outlined steps "to eliminate these problems."

Ethridge shared with the SCLC delegates the results of two NEA studies—first reported last spring—both of which were "alarming if not shocking" in content. The first was a study of teacher displacement which indicated that desegregation has cost black teachers 31,000 jobs since 1954—the year of the U.S. Supreme Court's landmark desegregation decision—and a quarter-billion dollars annually in income in 1970 alone.

Carefully analyzing pupil and teacher statistics from the U.S. Office of Education for 1954, 1968, and 1970, Ethridge and an associate, Donald R. Shire, used average pupil-teacher ratios and black student enrollment in each state to project the number of black teachers who would have been employed if school systems had continued to hire black teachers at a rate that reflected the number of black students in the system.

Using the projected figures and the actual numbers of black teachers employed in 1970, the study reveals the 31,584 black teachers displaced by discriminatory hiring and firings were in the following states: Alabama, 1,292; Arkansas, 1,168; Delaware, 345; Florida, 2,498; Georgia, 2,359; Kentucky, 1,172; Louisiana, 2,040; Maryland, 1,555; Mississippi, 2,168; Missouri, 2,230; North Carolina, 3,051; Oklahoma, 588; South Carolina, 2,037; Tennessee, 1,536; Texas, 4,640; Virginia, 2,732; and West Virginia, 173

For Kentucky this represents a 47 percent displacement; Missouri, 37 percent; Delaware, 30 percent; Oklahoma, 29 percent; and Arkansas, 27 percent. Alabama had the lowest displacement—12 percent—perhaps reflecting the fact that 99 school systems are carefully scrutinized by the federal courts under the *Lee v. Macon* statewide desegregation ruling.

In the 17-state region, Ethridge pointed out, the black student population grew from 23 percent in 1954 to 24 percent in 1970. By contrast, the black teaching population declined from 21 percent of the total teaching force to 19 percent.

Since the number of teachers who have been dismissed is estimated at about 6,000, "it is apparent that the additional 25,584 displacement comes from failure to hire, or a slowdown in hiring, black teachers," Ethridge said. Many districts no longer employ black teachers. In one state 25 counties that hired one or more black teachers in 1954 had no such teachers employed in 1970.

The speaker noted that the second NEA report indicated thousands of black students were being pushed out of school, suspended, harassed, arrested, and, in a few instances, even killed or maimed. Fragmented data from 238 districts in 11 Southern states (only 10 percent of the region's districts) show that 23,881 students have been involved in school walkouts, 24,866 have been suspended or expelled or both, and 2,570 arrested.

Ethridge urged the SCLC to join with NEA in bringing this situation to the attention of judges and elected officials in the hope of ending discrimination in the schools.

Federal court strikes NTE score requirement

A federal appeals court has ruled invalid the Columbus, Miss., school district's requirement of a 1,000 score on the National Teacher Examination (NTE) as a standard for hiring and dismissing teachers.

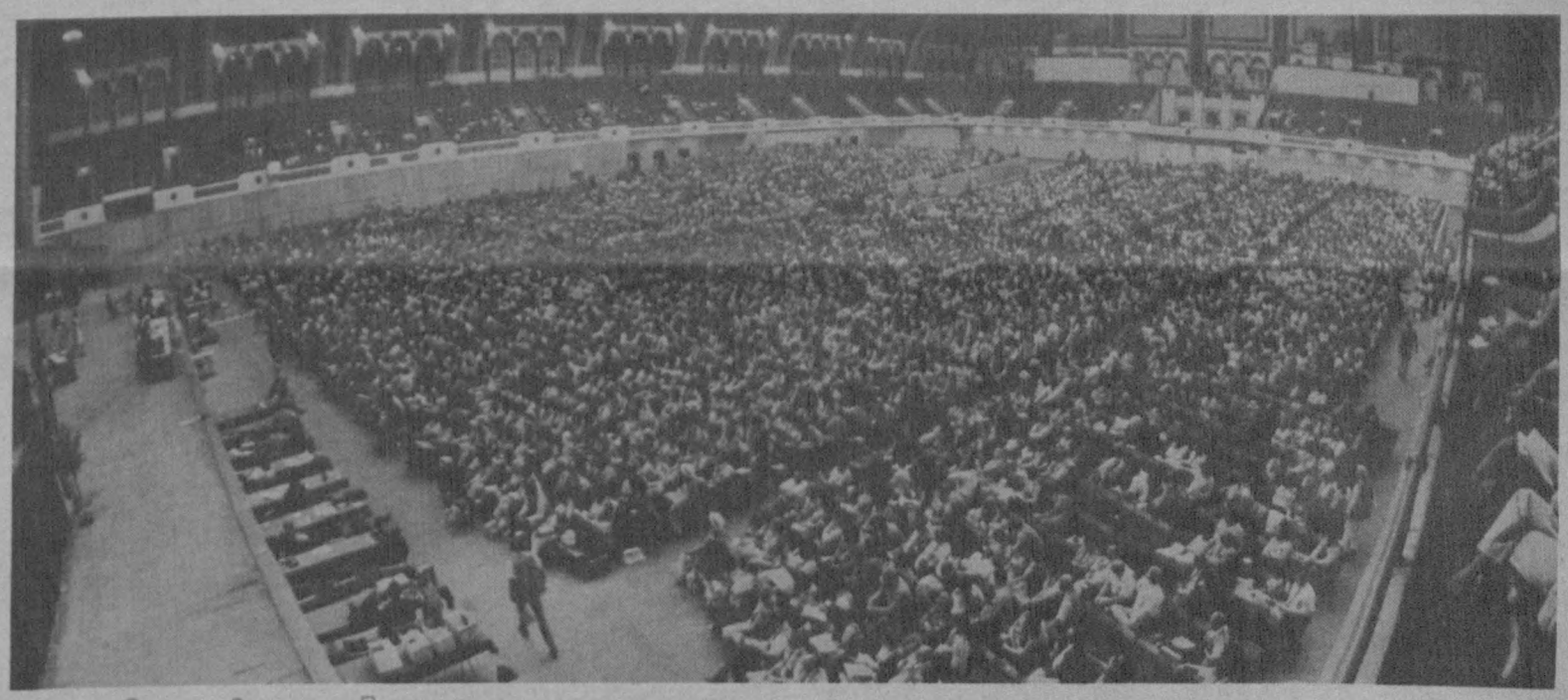
NEA and its state affiliate, the Mississippi Teachers Association, were party plaintiffs in the suit which sucessfully restored the teachers, all of whom were blacks, to their positions in Columbus. The Educational Testing Service testified on behalf of the plaintiffs.

The U.S. Court of Appeals for the Fifth Circuit, in New Orleans, early this summer affirmed a district court ruling that held that Columbus Municipal School District's use of the NTE "was unlawful under the equal protection clause of the Fourteenth Amendment because it created a racial classification and it was not shown to have a manifest relation to job performance." Use of the cutoff score had the effect, the court said, of eliminating relatively more black than white teachers and applicants. Discriminatory practices were shown by the hiring of 43 new white teachers and only one black teacher.

Earlier the same appeals court struck down use of the Graduate Record Examination by the Starkville, Miss., school district as a basis for dismissing teachers. Litigation in both cases has been supported by NEA's DuShane Emergency Fund.

Convention delegates vote on NEA issues

The 8,275 official delegates to the 110th NEA Convention, shown here in Atlantic City's Convention Hall, were eligible to vote on a series of amendments to the Association's bylaws. They approved seven bylaw changes, including ones that provided a "survivor membership" category, placed in the bylaws procedures for electing state directors, empowered the Board of Directors to set up and enforce policies of conduct for its members, permitted the Student NEA to set its dues, set up requirements by which state associations transmit NEA dues, and provided that NEA committees, councils, and commissions shall include at least one person from a minority group.



professional calendar

The following information has been compiled to meet many requests for a listing of meetings sponsored by NEA or national groups affiliated with it Additional meetings will be listed in future issues of the REPORTER.

Area conferences, Natl. Retired Teachers Assn: **Sept. 4-7**—Areas VIII and IX, San Francisco; **Sept. 23-26**—Areas III and IV, Atlanta, Ga.

Meetings, Natl. Council of Teachers of Mathematics: **Sept. 28-30**—Salt Lake City; **Oct. 26-28**—Sioux Falls, S.D.; **Nov. 9-11**—Knoxville, Tenn.

Oct. 1-4—Natl. clinic: "Emerging Roles and Responsibilities in Teacher Education Centers," Assn. of Teacher Educators and the W. Va. Assn. of Teacher Educators, Charleston.

Conferences for assistant principals, Natl. Assn. of Secondary School Principals: **Oct. 8-10**—Milwaukee; **Nov. 30-Dec. 2**—Miami; **Dec. 10-12**—Boston.

Mini-conferences, Natl. Art Education Assn.: **Oct. 27-29**—Supervision and Administration in Art Education, Kansas City, Mo.; **Nov. 9-11**—Art for the Preprimary Child , Oklahoma City; **Nov. 16-18**—Political Action and Public Relations, Washington, D.C.; **Dec. 7-9**—Teacher Preparation and Certification in Art Education, Chicago; **Jan 27-28**—Art Education and the Exceptional Child in the Classroom, Queens College, New York.

Nov. 16-18 — Developmental Disabilities Conference, U.S. Dept. of Health, Education, and Welfare; administered by the Council for Exceptional Children; Washington, D.C.

Nov. 16-19—Winter conference, Natl. Council of Urban Education Assns., San Diego.

Nov. 16-20—Annual conferference, Natl. Assn. for Public Continuing and Adult Education, Minneapolis.

Nov. 18-19—Annual meeting, Natl. Council of State Education Assns., San Diego.

Nov. 20-25 — 52nd annual meeting, Natl. Council for the Social Studies, Boston.

Nov. 23-25—Natl. convention, Journalism Education Assn., Chicago.

Dec. 27-30—Annual meeting, Speech Communication Assn., Chicago.

Unsatisfactory conditions reported

Below is a current listing of names of school districts or systems where a state education association has notified members of the profession and the public that unsatisfactory educational conditions exist.

Association	District or System
• California Teachers Association	Alvord Unified
• California Teachers Association	Centinela Secondary
• California Teachers Association	Jefferson Elementary (Daly City)
• California Teachers Association	Lawndale Elementary
• California Teachers Association	Los Altos Elementary
• California Teachers Association	Los Banos Unified
• California Teachers Association	Madera Unified
• California Teachers Association	Ukiah Unified
• Colorado Education Association	Mesa Co. Valley Dist.
• Georgia Assn. of Educators	Ware Co. Public Schools
• Idaho Education Association	Idaho Legislature
• Illinois Education Association	Decatur Dist. No. 61
• Minnesota Education Association	Appleton Public Schools
• Ohio Education Association	Logan City School Dist.
• Ohio Education Association	South Point School Dist. (Lawrence Co.)
• South Carolina Education Assn.	S. Carolina Public Schools
• Washington Education Association	Klickitat-Skamania CAC Inc., Head Start Program
• Washington Education Association	Mossyrock Public Schools
• Washington Education Association	Renton Public Schools
• Washington Education Association	Shoreline Public Schools
• Washington Education Association	Washington Public Schools
• Washington Education Association	White River School Dist.
• Wyoming Education Association	Riverton Public Schools

NEA OFFICERS, COMMITTEE AND BOARD MEMBERS

Delegates to the Atlantic City Convention chose Helen Wise as NEA president-elect. Mrs. Wise, a junior high school teacher from State College, Pennsylvania, will become president in 1973.

Another Pennsylvanian, Wade Wilson, president of Cheyney State College, was reelected to the 10-person NEA Executive Committee. The delegates also elected Ramon Huerta, a New Mexico teacher, to the committee.

NEA's Board of Directors filled the only other open post on the Executive Committee by reelecting Donald Blakeslee, a Wyoming guidance counselor.

• *The NEA Representative Assembly elects the president, vice-president, and treasurer. The Executive Committee has 10 positions; four are elected by the Representative Assembly, and two by the Board of Directors. The Board of Directors consists of one member from each state, commonwealth, the District of Columbia, and the Overseas Education Association; an additional director is elected for each 20,000 NEA members.*

The term of office is indicated in parentheses following the name.

Catharine Barrett, pres. NEA Center.

Helen D. Wise, vice-pres. (pres.-elect), NEA Center.

Donald E. Morrison, immed. past pres., social studies teacher, San Diego, Calif.

Nelson L. Kreuze, treas., administrator, Calhoun Intermediate School Dist., Marshall, Mich.

Sam M. Lambert, exec. secy., NEA Center.

Allan M. West, deputy exec. secy., NEA Center.

Executive Committee

(Directors, ex officio)

Catharine Barrett, **pres.**

Helen D. Wise, **vice-pres.**

Donald E. Morrison, **immed. past pres.**

Nelson L. Kreuze, **treas.** (1974).

Donald Blakeslee, teacher-guidance counselor, Rawlins (Wyo.) HS (1974).

George G. Gumeson, teacher, Cabrillo College, Aptos, Calif. (1973).

Roberta Hickman, kindergarten teacher, Yankee Ridge School, Urbana, Ill. (1973).

Ramon Huerta, Spanish teacher, Highland HS, Albuquerque, New Mex. (1974).

Ester F. Wilfong, coordinator of para-professional training, Tacoma (Wash.) Public Schools (1973).

Wade Wilson, pres., Cheyney (Pa.) State College (1974).

Board of Directors

Alabama: J. Revis Hall, admin., Birmingham (1971-74); S. J. Whisenhunt, director of student teaching, Alabama State Univ., Montgomery (1964-73).

Alaska: Hollis (Hank) Harrison, jr.-sr. hs social studies teacher, Dimond Mears Complex, Anchorage (1968-74).

Arizona: John P. Hindman, chemistry teacher, Casa Grande HS, Casa Grande (1970-73).

Arkansas: Wyley J. Elliott, supt., Camden (1970-73); Nexton P. Marshall, admin., Seventh St. Elem., N. Little Rock (1970-73).

California: Wilbert V. Bolliger, chemistry teacher, Ganesha HS, Pomona (1965-75); Mary Ellen Dolcini, admin., Emerson Jr. HS, Davis (1971-75); George G. Gumeson, teacher, Cabrillo College, Aptos (1969-73); Vincent G. Lamb, English teacher, San Lorenzo HS, San Lorenzo (1968-73); Sam M. Soghomonian, political science teacher, Pasadena City College, Pasadena (1969-74); Danny S. C. Wong, math teacher, Wilson Jr. HS, El Centro (1972-75).

Colorado: John R. Boggs, teacher, Cheltenham Elem., Denver (1972-74); Hazel F. Petrocco, elem. teacher, Beulah Heights School, Pueblo (1969-73).

Connecticut: Henry P. Capozzi, jr. hs science teacher, East Farms School, Waterbury (1970-73); Kay P. Foster, elem. teacher, Riverside (1972-75).

Delaware: William A. Richey, hs science teacher, Warner School, Van Buren (1968-74).

District of Columbia: Ellen F. Datcher, admin., Browne Jr. HS, Washington, D.C. (1969-75).

Florida: Doris C. Lewis, math teacher, dept. chrm., Vero Beach HS, Vero Beach (1967-73); Joseph A. Orr, asst. dean, School of Education, Florida A&M Univ., Tallahasse (1971-74).

Georgia: Clyde W. Kimball, Jr., admin., Rivers Elem. School, Atlanta (1972-75); Daniel W. Wright, Jr., counselor, Savannah HS, Savannah (1972-74).

Hawaii: Hubert V. Everly, dean, college of education, Univ. of Hawaii, Honolulu (1964-73).

Idaho: L. E. Wesche, director of teacher education, Northwest Nazarene College, Nampa (1968-74).

Illinois: Jerry Babel, math teacher, St. Charles HS, St. Charles (1972-74); Jeremiah Floyd, admin., Evanston (1971-75); Marilyn N. Rich, elem. teacher, Rosewood School, East Alton (1972-73); Mel Swiedarke, social studies teacher, Tefft Jr. HS, Streamwood (1968-74).

Indiana: Burnettia R. Denny, counselor, Bedford (1972-75); James E. Liechty, music teacher, Lakeland HS, LaGrange (1971-74).

Iowa: James A. Harris, art and human relations teacher, Callanan Jr. High, Des Moines (1966-75); Rey M. Satory, hs counselor, Community School, Lemars.

Kansas: Marguerite Curry, phys. ed. and social studies teacher, Phillipsburg HS, Phillipsburg (1971-75); Maurice E. Swanson, hs social studies teacher, Shawnee Mission (1971-74).

Kentucky: John W. Basham, English teacher, Daviess Co. Jr. High, Owensboro (1970-73); Lloyd R. May, math teacher, Westport HS, Louisville (1972-75).

Louisiana: Alphonse Jackson, Jr., prin., Judson Elem., Shreveport (1970-74).

Maine: Perham L. Amsden, admin., Brewer (1967-73).

Maryland: Thomas G. Bush, admin., Baltimore (1965-75); Elmer T. Hawkins, admin., Chestertown (1965-73).

Massachusetts: John T. McGarigal, admin., Rockland HS, Rockland (1972-74); Kathleen R. Roberts, teaching prin., N. Elem. School, Raynham (1972-73).

Michigan: Mary Leita Christian, teacher of academically talented, Walker Community Elem. School, Flint (1970-73); Gene R. Duckworth, assoc. prof. of speech, dept. chrm., humanities, Delta College, Univ. Center, Mt. Pleasant (1969-75); Raymond Safronoff, elem. teacher, Northwood School, Royal Oak (1968-74); Douglas Ward, hs science teacher, Sterling Heights School, Warren (1971-74). Vacancy.*

Minnesota: Ambrose J. Kramer, phys. ed. and health teacher, Roseau Public HS, Roseau (1967-73); Horace M. Mayo, hs electronics teacher, Minneapolis (1970-74).

Mississippi: Dan M. Smith, admin., East Side High, Cleveland (1970-74).

Missouri: Mildred P. Leaver, teacher, Rolla (1965-73); Patricia L. O'Brien, elem. music teacher, Crystal City (1972-75).

Montana: Roy E. Kallin, instructional materials, Sunhaven School, Helena (1970-73).

Nebraska: Thelma d'A. Lang, teacher and media specialist-librarian, Ravenna Sr. HS, Ravenna (1971-74).

Nevada: Max E. Bunnell, art and photography teacher, hs and college level, Moapa Valley (1972-75).

New Hampshire: Norman L. Pettigrew, social studies teacher, Southside Jr. HS, Manchester (1970-73).

New Jersey: Dorothy B. Dagon, elem. teacher, Barber School Phillipsburg (1969-75); Alan T. Davenport, science teacher, Cleveland HS, Caldwell (1972-75); Thomas W. Montgomery, admin., Walls School, Pitman (1971-74); Frank K. Totten, hs teacher, New Brunswick (1972-74).

New Mexico: Jerry R. Watkins, admin., Alamogordo (1970-73).

New York: Thomas J. Harte, hs social studies teacher (1972-74); Thomas Y. Hobart, Jr., guidance counselor, Albany (1972-75); Emanuel Kafka, social studies teacher, West Hempstead HS, West Hempstead (1971-74).

*Michigan is eligible for a fifth director.

North Carolina: Joseph C. Duncan, admin., Jones Elem. School (1972-75); Vera B. McKay, elem. teacher, Durham (1971-74).

North Dakota: Roger L. Kolsrud, HS music teacher, Maryville-Portland City Schools, Maryville-Noak (1968-74).

Ohio: JAlan Aufderheide, grad. research assoc., Ohio State Univ., Columbus (1972-75); Paul C. Hayes, teacher, Univ. of Akron, Akron (1971-74).

Oklahoma: Juanita A. Kidd, teacher and also director of hs and college relations, Central State Univ., Edmond (1967-73).

Oregon: Merlyn "Pete" Smith, teacher, group guidance, David Douglas HS, Portland (1967-73).

Overseas Education Association: Cecil E. Driver, elem. teacher, APO New York (1969-74).

Pennsylvania: Joseph F. D'Andrea, teacher, Moon Sr HS, Coraopolis (1970-73); Rocco T. Dattola, aquatics teacher, Pennsbury HS, Fairless Hills (1969-75); Eileen T. Hull, elem. teacher, Creative Center, East Smethport (1971-74); Fred A. McKillop, teacher, Meadville (1970-73); Robert F. Oravetz, prof. of business educ., Shippensburg State College, Shippensburg (1971-74).

Puerto Rico: *No election for director has been held yet.*

Rhode Island: Arnold W. Durfee, social studies teacher, Barrington Jr. HS, Barrington (1971-74).

South Carolina: Elaine W. Marks, social studies teacher, Spartanburg HS, Spartanburg (1972-75); Clarence E. Watkins, admin., Educational Bldg., Camden (1970-73).

South Dakota: David W. Smith, social studies teacher, Central HS, Aberdeen (1972-75).

Tennessee: Samuel W. Beasley, admin., West HS, Denmark (1970-73); Bill Lewis, English teacher, Oak Ridge HS, Oak Ridge (1967-73); Louise Tilson, home economics teacher, Union City HS, Union City.

Texas: Jewell D. Harris, dir., of information services, Abilene (1971-74); James L. Hill, admin., Port Arthur (1970-75); James F. Malone, admin., Pampa Independent School Dist., Pampa (1967-73).

Utah: Louise B. Bennett, Title I project director, Millard Co. Dist., Holden (1969-75).

Vermont: John P. Barry, asst. supt., Windham Northeast Supervisory Union, Bellows Falls (1968-74).

Virginia: Edwin M. Betts, Jr., admin., 3332 Seaton Rd., Petersburg (1968-74); Charles W. Perdue, admin., Norview HS, Middletown Pl., Norfolk (1969-75); Thomas J. Womack, math teacher, Martinsville HS, Martinsville (1970-73).

Washington: Lou Armbrust, U.S. history teacher, Evergreen HS, Seattle (1971-74); James R. Nelson, admin., Kirkland (1967-73).

West Virginia: John F. Montgomery, pres., Greenbrier Colleges, Lewisburg (1964-73).

Wisconsin: Albert J. Goerlitz, special education teacher, Gillingham HS, Neenah; Kathryn Philipp, English-reading teacher, Waukesha (1971-74).

Wyoming: A. Donald Blakeslee, teacher-guidance counselor, Rawlins HS, Rawlins (1967-73).

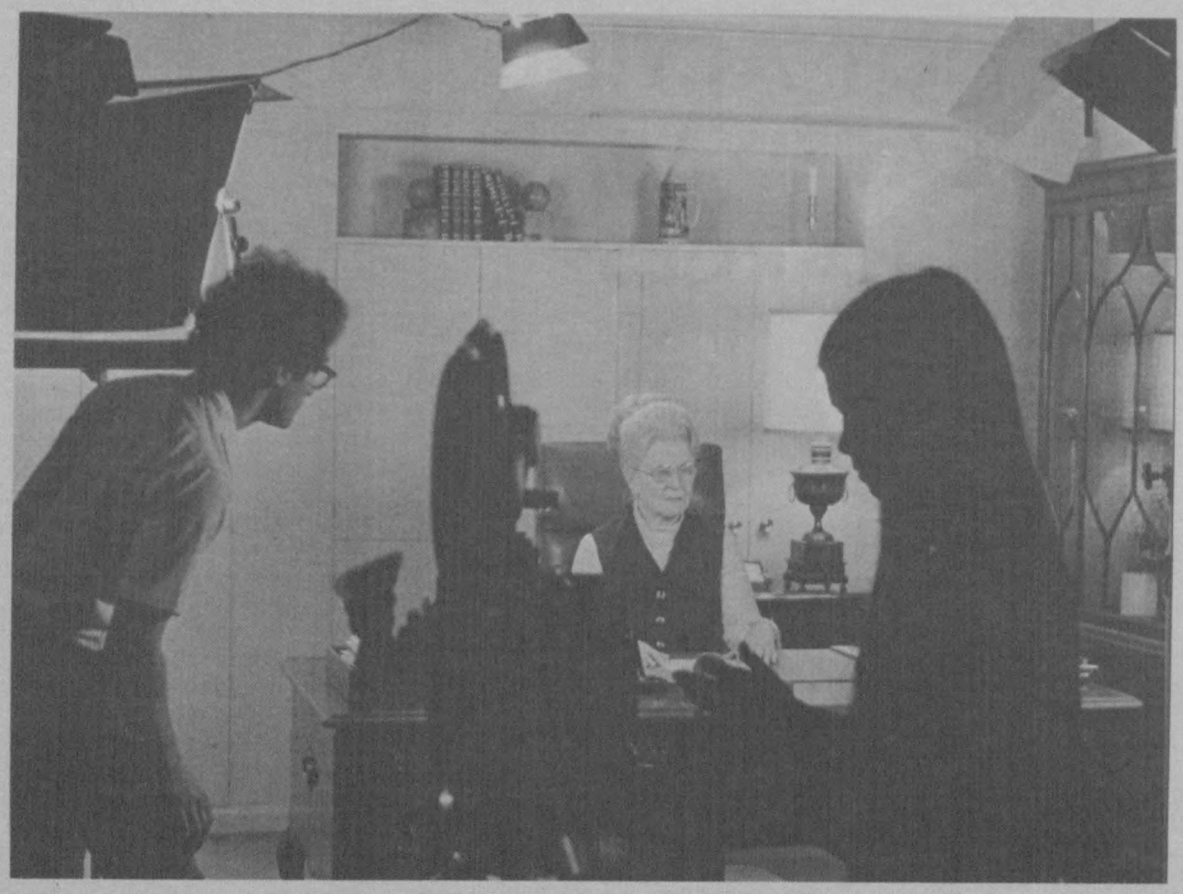
Member-at-Large: Horace Edward Tate, assoc. exec. secy., Georgia Assn. of Educators, Atlanta (1969-75).

Member Emeritus: Frank L. Schlagle, supt. emeritus, Kansas City, Kansas.

Honorary Members: James A. Cullen, education specialist, Bronxville, New York; Jose Joaquin Rivera, program director, Hato Rey, Puerto Rico; Mabel M. McKelvey, social studies teacher, Berlin Jr. HS, Berlin.

NEA president in membership film

Cameraman and director prepare to film NEA President Catharine Barrett for a sequence in an eight-minute "United Teaching Profession" production. The short film —now in the hands of every state education association — describes "The Politics of Learning: An American Lesson," a half-hour television documentary that tells of teachers' efforts to maintain academic freedom, to become involved in educational decision making, and to obtain adequate financing for schools as part of their drive for better education.



Delegates line up for the microphone during floor debate.

NEA ASSOCIATION OF TEACHERS PONDERS OPTIONS

Over 3,000 classroom teacher delegates attended the Representative Assembly of the Association of Classroom Teachers, NEA, June 24-25 in Atlantic City.

Delegates approved an item of new business supporting ratification of the proposed NEA constitution and bylaws as drafted in Minneapolis. The ACT executive committee had stated that the document will assure classroom teachers of proportionate representation and therefore maximum influence in policy development in the restructured NEA.

Since NEA funding for the Association of Classroom Teachers has been sharply reduced for the coming year, and will end August 31, 1973, delegates also considered the future course of the association. They approved an item of new business stating that "when Con Con is ratified in its present teacher advocacy form, ACT will be terminated as a department of the NEA as of August 31, 1973."

In addition, three amendments to the ACT constitution and bylaws have been submitted, to be voted upon in Portland, Oregon, next year. ACT members will still have three options open to them: (1) that the ACT constitution be rescinded and ACT be terminated; (2) that the ACT constitution be rescinded and the organization be reconstituted as a classroom teacher caucus; and (3) that the ACT constitution be amended and that ACT become an autonomous organization with its own dues structure.

At the final session of the ACT Representative Assembly, Alvia Barfield, Los Angeles, acceded to the presidency. Six other persons were elected to office in the association: *president-elect,* Richard Dellinger, Noblesville, Indiana; *vice-president,* Judy Behnke, Kansas City, Missouri; *secretary,* Warren Packer, Yuma, Arizona; *Southeast regional director,* Ruth Jones, Rocky Mount, North Carolina; *Mid-Atlantic regional director,* Daisy W. Moody, Alexandria, Virginia; and *South Central regional director,* Marjory Sharp, Pittsburg, Kansas.

names in the news

Marian Cochran, prominent New Mexico and national education leader, was killed July 31, in a head-on collision near Olathe,Colorado. Also killed with Miss Cochran was her mother, **Kathryn,** who was a retired Albuquerque teacher and one-time school administrator. At the 1971 NEA Convention, Miss Cochran was a candidate for the office of president-elect. She has been president of the National Council of State Education Associations, NEA of New Mexico, and the Albuquerque Classroom Teachers Association.

Richard Batchelder, executive secretary of the California Teachers Association/Southern Section and former NEA president, has been named executive secretary of the Florida Education Association. He replaces **Walford Johnson,** who had resigned.

Ted Bass, assistant professional services executive for the California Teachers Association, where he worked for 24 years, died August 22.

J. B. Angelo Crowe, Georgia, has been elected president-elect of the American Driver and Traffic Safety Education Association.

Joan M. McCall, former special assistant to the president, Marymount College of Virginia, is now executive director of the National Association of Women Deans and Counselors, succeeding **Anna Rankin Harris,** who has retired.

Teachers abroad win partial court victory

Attorneys for the Overseas Education Association won a partial victory in June when the U.S. District Court in Washington, D.C., ordered the Department of Defense to give all teachers the same credit for prior experience they would be entitled to if employed in a statewide school 100,000 or more population. The order takes effect for the 1972-73 school year.

On the average, school districts of 100,000 population or more have granted credit for up to eight years service to newly employed, experienced teachers. DOD has traditionally permitted credit for only two years of such prior service.

OEA lost on two other points, however. On one issue, the law covering DOD teachers requires that they be paid salaries comparable to those paid in school districts of 100,000 or more population. But the court ruled that DOD could continue to use data gathered in December, prior to the negotiations which establish salary figures for most stateside teachers for the following year.

The court also refused to order DOD to increase payment for extracurricular duties or to provide compensatory time. These matters are being appealed to a higher court, a process which may take at least a year.

All avenues of appeal of OEA's back pay suit have been exhausted to no avail. OEA will continue to press for favorable action on removing the one-year lag on current salaries. Those newly hired teachers as well as currently employed personnel who will profit from the prior service decision are being asked to contribute to the cost of the litigation through the Overseas Education Association.

Teacher of Year at ACT conference

1972 Teacher of the Year Jay Rogers (left) talks with classroom teacher leaders about the ACT theme poster, "Teacher Advocacy . . . The Unrelenting Commitment." Rogers addressed the Classroom Teachers National Conference, a week-long, ACT-sponsored meeting held this summer in Teaneck, New Jersey. At right, is ACT President Alvia Barfield. Others are (left to right): Anthony Errichetto, New Jersey ACT president; Agnes Morse, ACT East Coast regional director; and Mildred Merrill, ACT New England regional director.

A delegate from California, Howard Der, makes a point from a floor microphone during Convention debate.

Convention films and tapes now available

The following film and tape Convention reports are ready for immediate shipment. To order use the form provided at right.

- **NEA Convention Highlights and Sidelights, 1972.** Two color filmstrips (with a choice of either reel or cassette tape narration), which together give a complete description of the Atlantic City Convention. The *Highlights* presents an overall view of annual meeting business, and the accompanying copies of the newly approved bylaws, resolutions, and new business will help answer questions or amplify discussion. The *Sidelights* focuses on local attractions and delegates' free-time activities during the Atlantic City meeting.
- **Speeches of Don Morrison, Sam Lambert, and Catharine Barrett.** A verbatim cassette tape recording of the Convention addresses given by NEA's past president and executive secretary. Mrs. Barrett, NEA president, gives her closing comments only.

ORDER FORM: Convention Filmstrips and Tape

Mail to: **NEA Publishing, Room 609, Section 3179, 1201 Sixteenth Street, N.W., Washington, DC 20036**

Combination filmstrip package—SPECIAL PRICE OF $15 EXTENDED FOR NEA REPORTER READERS UNTIL OCTOBER 2. (After that date, the price will be $22.50.)

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NEA CHRISTMAS PACKAGES FOR TRAVELERS

It won't be long until the winter holiday season is upon us once more. What better present could you give your spouse and family this year than a holiday trip to a faraway pleasure spot?

The NEA Educational Travel Division has scheduled 16 Christmas tours (15 air and one combination air/sea cruise) for NEA members, their families, and in some cases, friends.

Winter sports enthusiasts have four different European ski tours from which to choose. Sun lovers can bask on the beaches at Waikiki, Acapulco, Guatemala, or Grand Bahama.

Sophisticates can join either of NEA's fabulous London theatre tours, one departing before Christmas and one immediately after.

Find out what the holidays are like in Moscow, Rome, Tunisia, or the Canary Islands. Try something new and different, and join the extra-special air/sea cruise group which will fly from New York to Greece and cruise the Mediterranean for eight days, stopping in several ports. Most significant of all, experience a never-to-be-forgotten Christmas Eve in Bethlehem.

Whatever your preference, decide early, and send in the application on page 16 of this issue, together with your deposit check and proof of NEA membership, as soon as possible. Space is limited, and reservations and deposits are accepted in the order received.

Mediterranean Memories (XRT) Rome, Italy, and Nabeul, Tunisia

Dates: 12/23/72-1/1/73

Price: $599 from N.Y. based on affinity group airfare via Alitalia ($87.04 additional from Chicago).

Accommodations: First-class hotels, twin-bed rooms.

Meals: Continental breakfast and table d'hote dinner daily in Rome and all meals in Tunisia.

Late afternoon departure for Rome on December 23 with arrival on the morning of the 24th. En route to your hotel you will have an introductory tour of Rome by motorcoach. You will then be free until time for Christmas Eve dinner at your hotel. (A list of special events and religious services will be sent to registrants.)

After a morning at leisure on the 26th, fly to Tunis, Tunisia. Transfer to Nabeul by coach. The Pyramides, your hotel in Nabeul from December 27 to 31st, has a fresh water swimming pool that is heated in winter. There will also be aquatic sports, horseback riding, tennis, mini-golf, and an exotic garden for moonlight strolls.

During these days of free time there will be excursions to Carthage, Sidi Bou Said, and to the camel market in Nabeul. You will leave early on January 1 for the airport in Tunis, returning to New York via Rome. Tour ends on arrival at J. F. Kennedy Airport, New York, the same day.

Russian Winter Festival (XRF)

Dates: 12/23/72-1/1/73

Price $699 form N.Y. based on affinity group airfare via Sabena Belgian World Airlines ($87.04 additional from Chicago).

Accommodations: First-class hotels, twin-bed rooms.

Meals: Three meals daily.

Treat yourself to a unique and exciting experience—Christmas and New Year's Eve in Russia: Moscow, Kiev, and Leningrad. Depart J. F. Kennedy Airport, N.Y., late on the afternoon of December 23. The program includes daily sightseeing at the Kremlin, Winter Palace of the Czars, and the Hermitage, in addition to performances at the Bolshoi Ballet and the Circus. The services of an Intourist guide will be provided throughout.

From the banks of the Neva in Leningrad to the ballet in Moscow, this tour will furnish a remarkable opportunity to enjoy and reflect on the art, culture, and history of the U.S.S.R. Transfer to the airport on January 1, 1973, for return to New York, where tour ends at J. F. Kennedy Airport in late afternoon.

Price for single accommodations is $53 additional.

Fountain of Trevi

This famous Roman fountain will be viewed by NEA travelers this winter.

Christmas in the Holy Lands (XHL)

Dates: 12/23/72-12/31/72

Price: $669 from New York based on GIT airfare via Alitalia Airlines ($87.04 additional from Chicago).

Accommodations: Moderate-first class hotels, twin-bed rooms.

Meals: Continental breakfast and table d'hote dinner daily.

Depart from J. F. Kennedy Airport, N.Y., on the evening of December 23 for Rome, with ongoing flight to Tel Aviv, arriving at Lod Airport the following day. Upon transferring to Jerusalem, you will have time for a relaxing nap before driving to nearby Bethlehem for memorable Midnight Mass services.

After a morning of leisure on the 25th, an afternoon tour will include St. Anne Church, Chapel of the Flagellation, Pool of Bethesda, Dome of the Rock, the Wailing Wall, Pilate's Palace, Way of the Cross, and the Church of the Holy Sepulchre. A full day of activity on the 26th takes you to the Mt. of Olives, Garden of Gethsemane, Church of All Nations, Virgin's Tomb; and in Bethlehem, Rachel's Tomb, Church of Nativity, St. Jerome's Chapel, and Milk Grotto.

On the 27th, make morning visits to Mt. Zion, St. Peter in Gallicante, Church of the Dormition, Tomb of King David, and Room of the Last Supper. Follow this with a visit to the Israel Museum with its Billy Rose Art Garden and Dead Sea Scrolls.

A full-day excursion to Galilee will be made on the 28th. Motor via Samaria and Jacob's Well, Nazareth and the Basilica of the Annunciation; continue to Cana and Tiberias to see Capernaum, Tabgha, and the Mt. of Beatitudes.

After morning at leisure on the 29th, transfer to Tel Aviv for flight to Rome. Morning sightseeing in Rome on December 30 includes the Borghese Gardens, Villa Medici, the Spanish Steps, Vatican City and galleries, with afternoon at leisure.

Morning flight on December 31 will return you to J. F. Kennedy Airport at approximately 3 p.m., where your holiday ends.

Mellow Moons and Moods (XTM) Tenerife, Canary Islands, and Madrid, Spain

Dates: 12/23/72-1/1/73

Price: $370 from N.Y. based on affinity group airfare via Iberia Air Lines ($87.04 additional from Chicago).

Accommodations: First-class hotel, twin-bed rooms.

Meals: Continental breakfast and table d'hote dinner daily.

Board your transatlantic jet to Las Palmas, Grand Canary Island, on December 23, arriving the following morning to connect with flight to Tenerife. Transfer to your hotel, where Christmas Eve dinner will be served later.

From December 25 through 28 you'll have leisure days to enjoy the perfect climate and unsurpassed beauty of this tropical island located 300 miles off the Morocco shore.

Early morning departure for Madrid, Spain, on December 29 for a two-day stay in the heart of the city. Introductory sightseeing by motorcoach on the morning of December 30, with afternoon free for the Prado (also open on Sunday) or for other sightseeing. By all means spend New Year's Eve in one of the vibrant flamenco restaurants.

Midday flight to New York on January 1, with tour ending upon arrival at J. F. Kennedy Airport around 3 p.m. the same day.

Hawaiian Island-Hopping Holiday (XIH)

Dates: 12/23/72-12/30/72 (7 nights)

Prices: $495 from Los Angeles, San Francisco, Portland and Seattle; $589 from Chicago; $608 from Atlanta; $649 from New York.

Accommodations: Deluxe and superior hotels throughout, twin-bed rooms.

Meals: One breakfast in Honolulu.

Board your jet flight to Honolulu on December 23 from one of the gateway cities listed above. Traditional flower lei greeting on arrival before transferring to the Hilton Hawaiian Village on Waikiki Beach, your home for four nights. On December 24 you'll be feted with a full-course breakfast at your Morning Briefing party, where you will also be presented with a complimentary beach bag and a ti plant. During the day you will be invited on a complimentary tour of a native wood-carving and muumuu factory.

A three-hour sightseeing tour on December 25 includes the Civic Center; Iolani Palace; Punchbowl; University of Hawaii; Waioli Tea Room; Robert Louis Stevenson's Grass Shack; and other famous landmarks.

Free day on the 26th. On the 27th, fly to the Garden Island of Kauai, for an all-day tour including Waimea Canyon and a river boat cruise to the amazing Fern Grotto. Overnight at the oceanfront Kauai Resort Hotel.

Fly on the 28th to the Valley Isle of Maui, where you are met and taken on a beautiful drive which includes the Iao Valley, terminating at your lovely overnight hotel, the Maui Surf. On December 29 fly to Kona on the Big Island of Hawaii. All-day surface tour includes Hawaii National Park, Kilauea Volcano, Thurston's lava tube, Black Sand Beach, and Rainbow Falls. Overnight at the delightful new Hilo Lagoon.

Board your return jet flight to the mainland on December 30.

Guatemala Get-A-Way (XG)

Dates: 12/23/72-1/1/73

Prices: $649 from Chicago, $630 from Los Angeles, $525 from New Orleans, $593 from New York, $593 from Washington, D.C.

Accommodations: First-class hotels, twin-bed rooms.

Meals: All meals in Guatemala.

On December 23 fly to Guatemala City and transfer to the Ritz Continental for meals and overnight. December 24, a morning sightseenig tour of Guatemala City, including the National Palace, Central Park, the cathedral, central market, giant Relief Map, and the Archaeological Museum. Afternoon at leisure.

Motor to Antigua on December 25 for sightseeing and overnight at the Hotel Antigua. On the morning of the 26th motor to Lake Atitlan, visiting the colorful market at Solola before spending the night. December 27 enjoy an early morning launch trip to Santiago Atitlan. Afternoon and evening free.

A motor trip on the morning of the 28th will take you to Chichicastenango to see the market and religious ceremonies. Lunch at the Mayan Inn. Afternoon motor trip to Quezaltenango for overnight stay in the Pension Bonifaz.

December 29th morning excursion to visit San Francisco El Alto, where a blanket and an animal market are held. Afternoon motor trip to Guatemala City. On December 30 there is a full day's air excursion to the Ruins of Tikal, with lunch at Jungle Lodge. December 31 is a free day before enjoying an evening party at the Brazilia. (Alcoholic beverages not included.) Departure on January 1 for your flight home where tour will end upon arrival in your gateway city. Single room available for $49 additional.

To: Educational Travel Division, NEA
1201 16th Street, N.W.
Washington, DC 20036

Please send:

☐ *NEA Travel's Passport to the World, Summer 1973*, illustrated summer tour book containing day-by-day itineraries of tours all over the world. (Available in late October.)

☐ *Charter Flights to Europe, Summer 1973* (flights for transportation only with no land arrangements)

PLEASE PRINT AND INCLUDE ZIP CODE

NAME .....

ADDRESS .....

CITY ..... STATE ..... ZIP .....

FOUR SKI TOURS THIS WINTER

Snow Summit (XSI)

Dates: 12/23/72-1/1/73

Price: $430 from N.Y. based on affinity group airfare via Lufthansa ($87.04 additional from Chicago).

Accommodations: First-class hotel, twin-bed rooms.

Meals: Continental breakfast and table d'hote dinner daily while in Innsbruck.

The Tyrolean Alps form the setting for this NEA holiday tour, which departs on the evening of December 23 and arrives in Munich on the following morning. Upon arrival in Munich you will be transferred by motorcoach to the rail station. You'll have time for a snack before boarding your train for Innsbruck and your hotel. Christmas dinner follows a leisurely day on December 25.

During the days from December 25 through 31, your tour provides motorcoach service for travel to ski areas of Innsbruck and Ingls, Hungerburg, Patscherkofel, Mutters, Lizum, and Tulfes, with access to lifts and cableways.

For those who don't ski, there are skating rinks, toboggan tracks, sleigh trails, Olympic bobsleigh runs, and many miles of open paths in smooth, snowy woods for scenic walks.

Leave early on the morning of January 1 by train for Munich, after which you will be transferred to the airport for the return flight to J. F. Kennedy Airport, New York, termination point of the tour.

Sleigh Bells (XSS)

Dates: 12/23/72—1/1/73

Price: $430 from New York, based on affinity group via Lufthana ($87.04 additional from Chicago).

Accommodations: First - class hotel, twin-bed rooms.

Meals: Continental breakfast and table d'hote dinner included daily in Europe.

Jet to Munich on the night of December 23. On arrival the next day, you will be transferred to the railway station for a short train ride to Salzburg, the "Sound of Music" city. Christmas Eve cocktails and dinner will be served at your hotel.

Spend December 25 through December 31 in Salzburg. During these days, a private bus will transfer you to the best ski sites in the area. Among these are Abtenau, Faistenau, Werfenweng, Saalbach, Wagrain, and Lofer. These sites have a variety of sports facilities for non-skiers, such as ice-rinks, toboggan runs, horse-sleigh trails, heated swimming pools, ninepin alleys, etc. Transfers to the ski sites are included in your tour price. On New Year's Eve your hotel will feature *three different orchestras* for after-dinner dancing. (There will be a small cover charge for these which is not included in tour price.)

After breakfast on January 1, board your train for Munich. Upon arrival, transfer to the airport for the transatlantic flight to New York. Tour ends upon arrival at J. F. Kennedy Airport the same day.

Alpine Peaks (XSA)

Dates: 12/23/72—1/1/73

Price: $385 from New York based on affinity group airfare via Swissair ($87.04 additional from Chicago).

Accommodations: Triple and quadruple rooms at the American School in Leysin, Switzerland. (Private bath not included.) There are a limited number of twin-bedded rooms for couples.

Meals: Continental breakfast and table d'hote dinner daily in Leysin.

You will depart J. F. Kennedy Airport, New York, on December 23 for Switzerland. Leysin, in the Vaud Alps, is two hours from Geneva. The Rhone Valley below offers a superb panorama at this all-year resort, which has a bracing, invigorating climate and seven and one-half hours of sun on the shortest day. It is a great center from which to make excursions, with Montreaux one hour and Lausanne only one and one-half hours distant. Participants are free to pursue their own interests.

The magnificent mountain roads are open all year, and ski runs range in altitude from 4,500 to 7,200 feet, with three basic ski sections. One is for beginners, one intermediate, and one intermediate/advanced. The slopes are served by gondola-type ski lifts, chair lifts, ski school lifts, etc. Your daily price for use of ski lifts has been included in the price of the tour.

There is an ice rink in Leysin. Ice skates, skis, poles, and boots may be rented at local shops. Ski lessons by qualified instructors are available daily on an optional basis.

Return to New York on Janury 1, where your tour ends at J. F. Kennedy Airport.

Ski Spree at the Cedars of Lebanon (XSL)

Dates: 12/22/72—1/1/73 via Pan American Airways from N.Y. to London, connecting with Middle East Airlines jet to Beirut (GIT airfare).

Price: $575 from N.Y. ($87.04 additional from Chicago).

Accommodations: First - class hotel, twin-bed rooms.

Meals: Three meals daily at the ski resort, and Continental breakfast in Beirut.

Be the first in your crowd to ski at this famous resort! Depart New York on December 22, for Beirut, via London. Upon arrival in Beirut, transfer by motorcoach to your hotel. Remainder of day free. On December 24 motor to the St. Bernard Hotel in the Cedars of Lebanon area, an esteemed ski resort.

From December 25 through 30 you will find thrilling ski experiences on the excellent snow-clad slopes of the lowering Lebanese mountain chain, where two lift systems operate, one rising about 2,200 feet to a mid-station terrain for beginners, and the other a fast T-bar lift reaching to the heights. Ski equipment may be rented at the hotel, and the services of qualified, licensed ski instructors are available at nominal fees. The ticket for eight lifts costs about $1.60; or for unlimited lifts, about $2.60.

Meanwhile, at your lodge you will enjoy the luxury of central heating, private bath, balconies, hot and cold running water, music, and telephone. There is a spacious, yet cozily appointed lobby, a panoramic dining room, and cuisine of both European and Oriental styles. The lodge's famous bar is a gathering place where you may rendezvous with friends and rub shoulders with ski buffs from all over the Middle East and Europe.

The resort area abounds in possibilities for excursions on your own. On Christmas Eve there will be a gala dinner in the lodge's night club. On the afternoon of December 30 you will transfer by coach to the hotel in Beirut, with leisure time for sightseeing, shopping, or other interests.

On January 1, depart by jet for London, with connecting flight to New York's J. F. Kennedy Airport, where tour ends on arrival about 8 p.m.

NOTE: Large duplex rooms with private facilities accommodate four persons. There are a limited number of double rooms for couples. All rooms are most comfortable and well-equipped. Register early.

Cedars of Lebanon

Near these trees, remnants of the great forest that provided timber for the Temple in Jerusalem, are some of the best ski slopes in Lebanon.

Holiday in Mexico (XM)

Dates: 12/23/72-12/30/72

Prices: $419 from Dallas, $453 from Los Angeles, $477 from Chicago, $533 from Washington, D.C., and $553 from New York.

Accommodations: First-class hotels, twin-bed rooms.

Meals: 10 meals, as indicated.

You'll fly to Mexico City on December 23, where you will be met at the airport for transfer to your hotel. (Flight times will be furnished later.) Morning attendance on December 24 at the Mexican Folklore Ballet in the Palace of Fine Arts. Then visit the Museum of Anthropology, followed by lunch at Restaurant Normandie. Afternoon at leisure. Morning highlights tour on December 25 to view Zocalo, National Palace, cathedral, Chapultepec Park and Castle, University City and "El Pedregal" residential section. Remainder of day free.

Morning drive on the 26th to Cuernavaca, where you visit the market, cathedral, and residential section containing lush gardens. Continue to Taxco. In the afternoon visit the many gem and silver shops, Santa Prisca Church, and Casa Figueroa. (Lunch and dinner included.) Morning drive on the 27th to the famous resort of Acapulco. Remainder of the day free for rest and relaxation. (Breakfast and dinner.)

Morning three-hour yacht cruise on the 28th through Acapulco Bay on the luxury yacht, Bonzana. Afternoon at leisure. (Breakfast and dinner.)

December 29 will be a free day for individual activities. Evening visit to La Perla nightclub, with one drink included, to watch the spectacular cliff divers. (Breakfast and dinner.) Transfer from the hotel to the airport on December 30 for departure to originating city. (Breakfast.)

The Christmas 1972 itineraries on these pages are complete; no other Christmas brochure will be available from the NEA Travel Division.

ROUND-TRIP FLIGHTS (No Land Arrangements)

Flights For Transportation Only (Plus $3 U.S. departure tax)

New York-Munich-New York	(LH-1)	12/23/72-1/1/73	$229
New York-London-New York	(A1-2A)	12/23/72-1/1/73	$198
New York-London-New York	(A1-2B)	12/26/72-1/1/73	$198
New York-Geneva-New York	(SR-3)	12/23/72-1/1/73	$208
New York-Rome-New York	(AZ-4)	12/23/72-1/1/73	$276

Regulations on Christmas tours and flights

Eligibility: On all Christmas 1972 tours and flights listed, with the exception of those to Lebanon (XSL), Holy Lands (XHL), Guatemala (XG), Mexico (XM), and Hawaii (XWW and XIH), membership in the NEA for a period of at least six months (as of the date of tour departure) is required. Members of the eligible NEA member's family are also eligible, but eligibility is restricted to spouse, dependent children, and parents of the NEA member who reside in the same household. Under CAB regulations, brothers, sisters, etc., are *not* eligible, regardless of whether or not they reside with the NEA member. The six months NEA membership is **NOT** required on tours to Lebanon (XSL), Holy Lands (XHL), Guatemala (XG), Mexico (XM), and Hawaii (XWW and XIH), and friends and relatives of NEA members are eligible on these six tours.

Tour Prices Include: Services of a group leader; hotels; meals as specified; sightseeing; and transportation as indicated; transfer of participants and one piece of hand luggage between air, rail, and ship terminals and hotels on all scheduled group movements for standard services performed in connection with scheduled group activities; tips for transfer of one piece of hand luggage on scheduled group movements; certain taxes in connection with tour movements; $10,000 of accident and $500 of baggage insurance (unless otherwise indicated); and tickets to events scheduled in the project itinerary as group events.

Tour Prices Do Not Include: Cost of passports, visas, or entry permits; excess baggage charges; items not on table d'hote menus, such as coffee, tea, wine, or mineral water; laundry and other expenses of a personal nature, such as tips for personal services; air excise taxes, if applicable.

Baggage: Limited to one medium-sized suitcase (approximately 26 x 18 x 9 inches) per person. One small overnight bag may be carried also, but it must be the responsibility of the owner. Baggage allowance on international tourist and economy class air service is 44 pounds for our groups, except on Hawaii tours two bags are allowed, with no weight limitation. Excess baggage charges must be paid by the person.

Registration: Complete the application form on page 16 of this issue and return it to one of the offices listed (Washington, D.C. or Illinois) with your deposit check in the amount of $100 per person. Applications with deposit are accepted in the order received, with space not guaranteed to late applicants. Regulations governing the refund of deposit as a result of cancellation vary with the individual tours and flights.

THREE SPECIAL TOURS OFFERED

Mediterranean Ports at Christmas (XCM) A Holiday Special for NEA members

An Exceptional Opportunity

Dates: 12/23/72—12/31/72

Price: $495 from New York ($94 additional from Chicago), all-inclusive price for round-trip flight, eight-day cruise, and meals. There is a $50 reduction for children under 12 years of age.

Accommodations: First-class staterooms throughout ship with private facilities and shower, assigned on first-come, first-served basis. Six special staterooms (larger, with tub bath) available at additional cost of $50 per person.

Meals: All meals.

Something entirely new for NEA is the air/sea program for Christmas. You will depart from New York on December 22 via World Airways chartered DC-8 jet, arriving in Athens, Greece, December 23. Transfer to your NEA-chartered, new deluxe cruise ship, the M.T.S. Apollo, for an eight-day cruise in the Mediterranean. Sailing time is noon on the 24th. Ports of call include Haifa, Israel; Crete; and Tunis, Tunisia. Optional land excursions in each port are available at additional cost. Your return jet flight will depart for New York from Tunis on December 31.

The M.T.S. Apollo is first-class throughout. Staterooms all have private facilities, air-conditioning, telephones, wall-to-wall carpeting, and individual controls for music. The vessel features six elegant public rooms, including three cocktail bars, expansive Lido Decks for sunning, outdoor swimming pool and Lido Deck bar, and passenger elevator.

Further, there is regular and closed-circuit TV, duty-free shopping, beauty salon and barber shop, library, hospital with resident doctor, your own personal deck chair (included), great entertainment (movies, games, sports) and dance orchestra, plus the finest cuisine. Also included are a Gala Captain's Dinner, Welcome Cocktail Party, port taxes, U.S. departure tax, transfers, and the services of a tour director.

Vermilion Velvet (XLT-1 and XLT-2) A Holiday Special for NEA Members

Dates: XLT-1 — 12/23/72 — 1/1/73; XLT-2 — 12/26/72 — 1/1/73

Prices: XLT-1 — $430 from N.Y. based on affinity group airfare via Air India; XLT-2—$350 from N.Y. based on affinity group airfare via Air India ($87.04 additional from Chicago).

Accommodations: First class hotels, twin-bed rooms.

Meals: XLT-1 — Breakfast daily, dinners on December 25 and 26; XLT-2—English breakfast daily.

If you're a sophisticate looking for real excitement this holiday season, there's no better choice than one of our London theatre tours. Four fabulous theatre events are included in XLT-1, and three in XLT-2, with seats in the orchestra for all performances to such hits as "Company," "Canterbury Tales," "Great Waltz," and "Show Boat." No other group activities are scheduled, as we knew you would rather be completely free to explore this fascinating city on your own.

You'll no doubt want to take in Piccadilly Circus, St. James Palace, Hyde Park, Parliament, Westminster Abbey, Buckingham Palace, and the Tower of London—to name just a few of the many places to see. Dine in some of the fine restaurants. Don't miss stopping in one or two of the discotheques. Go shopping on Carnaby Street. There are all sorts of fun things to do.

Accommodations await your arrival at the newly opened Royal Horseguards and Royal Westminster Hotels, located in the heart of this magnificant city. (A map of London, and a suggested list of restaurants and after-dark entertainment will be sent to each tour member.)

Enjoy yourself to the utmost until your return flight leaves London on January 1 for J. F. Kennedy Airport, New York, where the tour will end the same day.

Grand Bahama Happening (XGB) A Holiday Special for NEA Members

Dates: 12/26/72—1/1/73

Price: $259 plus $19 taxes and service from New York ($94 additional from Chicago).

Accommodations: Grand Bahama Hotel and Country Club.

Meals: Gourmet breakfast and dinner daily.

Depart from New York's J. F. Kennedy Airport (exact time to be announced later) via World Airways DC-8 Stretch Jet for the Grand Bahama Island. A Rum Swizzle cocktail awaits you on arrival at the airport, and then you will be transferred to West End and the Grand Bahama Hotel and Country Club, a deluxe resort nestled on 2,000 semi-tropical acres, your home until you return to New York on January 1.

Fun and relaxation are in abundance. Enjoy nine miles of private beach, the largest resort swimming pool in the Western Hemisphere, tennis, and for those wishing to take advantage of the 27-hole championship golf course, reduced greens fees have been arranged ($3.50 daily per person). A one-hour cocktail party, Bahamian fritters, snacks, and Calypso music is included in the tour price (time to be announced). No other group activities are scheduled. Enjoy being as lazy as you wish, or rent a car and explore the island. Freeport, with its famous casino and duty-free shops, is a pleasant drive.

Don't be disappointed. Make reservations early. Single room cost is $51 additional, plus $29 taxes and services.

M.T.S. Apollo
The ship on which NEA participants in Mediterranean Ports at Christmas will sail.

Application for Christmas Tour/Flight Reservation

Applications for reservation of space will be accepted in the order of receipt when accompanied by a deposit of $100 per person (both on tours and transportation-only flights). Deposits will be applied toward full price, with balance due six weeks in advance of scheduled departure. Make checks payable to one of the offices listed below.

Please reserve .....spaces on (code letters of tour or flight).....

departing (city)..... on (date).....

Enclosed is deposit of $....., for ..... (number of persons).

☐ Mr.
☐ Miss
Name(s) ☐ Mrs. .....
(List names and addresses of other family members and friends on separate sheet.)

Address .....

City ..... State ..... Zip .....

Home Telephone No. ..... School Telephone No. .....
(include area code) (include area code)

For rooming purposes only: Your age ..... Your roommate's name (if you have chosen one) ..... (Please include rooming information on any additional names.)

I affirm that I meet the requirements on eligibility for the tour/flight requested.

....
(signature) (date)

Send signed application and deposit to the office nearest you.

Educational Travel Div., NEA
1201 16th Street, N.W.
Washington, DC 20036

IEA-NEA Travel Service
1 South 132 Summit Ave.
Villa Park, Illinois 60181

Eligibility: To be eligible for a charter or affinity airfare tour, or flight, the NEA member must have held membership for at least six months as of the date of tour or flight departure. Send a photocopy (or other facsimile) of your latest NEA membership card or the mailing label from the latest issue of the **NEA Reporter** or **Today's Education** with your application. (See "Eligibility" under **Regulations on Christmas Tours and Flights** (page 15) for the names of tours/flights on which the 6-month restriction applies.) Six months NEA membership is NOT required on tours to Lebanon (XSL), Holy Lands (XHL), Guatemala (XG), Mexico (XM), and Hawaii (HWW and XIH), and relatives and friends of NEA members are eligible on these six tours.

Waikiki Wonderland tour includes surf, sand, sun

(Tour code XWW)

Dates: 12/23/72-12/29/72 (6 nights)

Prices: $345 from Los Angeles, San Francisco, Portland, Seattle; $439 from Chicago; $458 from Atlanta; and $499 from New York.

Accommodations: Deluxe hotel, twin-bed rooms.

Meals: One breakfast in Honolulu.

Jet to Honolulu on December 23 from one of the above-mentioned gateway cities. (Flight times to be announced later.) Traditional flower lei greeting on arrival before transferring to the Hilton Hawaiian Village, Waikiki Beach, your home for six nights. Breakfast Briefing Party on December 24 includes a full-course breakfast, native entertainment, complimentary beach bag, and a souvenir ti plant. During the day you will be invited to a complimentary tour of a native woodcarving and muumuu factory. In the evening you will be a guest at the famous Tapa Room show, where you will enjoy top entertainment and a complimentary cocktail.

December 25 three-hour sightseeing tour includes a drive through ginger and bamboo; the Civic Center; Iolani Palace, the only Royal Palace on American soil; Punchbowl, an extinct volcano crater; University of Hawaii; Waioli Tea Room; Robert Louis Stevenson's Grass Shack; and many other Hawaiian landmarks. You may want to attend the world-famous Kodak Hula Show in Kapiolani Park. In addition to watching native dancers, you'll see basket weaving, coconut tree climbing, and many other native activities. You will want to bring your camera along for those events. December 26 through 28 are days at leisure. During this period you will enjoy a ride in an outrigger canoe or free Hula lessons; Hawaii Calls Radio Show, International Market Place; and Ala Moana, the world's most fabulous shopping center. Beach lovers have the magnificent surf, sand, and sun for which Waikiki is famous.

Your return flight to the mainland will depart from Honolulu on December 29. Tour ends on arrival at your gateway city. Round-trip jet flights for this tour, and for Hawaiian Island-Hopping Holiday (XIH), are via Northwest, Continental, Braniff, and United Airlines (K class from West Coast, Y class from East and Midwest).

nea reporter

October 1972
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CONGRESS IS ACTION FOCUS

NEA DOES NOT ENDORSE PRESIDENTIAL CANDIDATE

The NEA Executive Committee last month voted not to endorse a presidential candidate this year. The committee decided, instead, to work for House and Senate candidates who are strong supporters of education.

The committee's September 11 vote reaffirmed similar action taken by the NEA's Political Action Committee, which met earlier in St. Louis.

The Executive Committee statement says:

"The decision to enact federal legislation rests with members of Congress. Therefore, NEA is determined that national candidates who are supportive of education be elected. NEA will not endorse a presidential candidate in 1972, but will urge teachers nationwide to help elect Senate and House candidates who are strong supporters of education. NEA-PAC's statewide independent political action arms will step up their campaign activities in an intensive grass-roots effort aimed at achieving this goal.

"NEA-PAC has committed itself to give financial and other assistance to candidates in a score of House and Senate contests.

"NEA commends the thousands of teachers working in Senate and House races. This effort will be intensified in the eight remaining weeks before election day on November 7.

"Teachers played a vital role in the last national election in 1970 by helping to elect nationwide candidates whose records were supportive of education. The involvement by teachers in the national races this year will be unprecedented."

Several NEA officials have decided, acting as individuals, that they will support the Democratic candidate. Two top NEA officers joined with leaders of the American Federation of Teachers last month to form "Educators for McGovern-Shriver."

NEA Past President Donald E. Morrison and NEA Executive Committee member Ester Wilfong are serving as co-chairmen of the independent volunteer national committee. AFT President David Selden and Secretary-Treasurer Robert Porter are also co-chairmen.

The volunteer effort set as its goal the garnering of support for the McGovern-Shriver ticket from the nation's 3.5 million educators. "The election of the McGovern-Shriver ticket is essential to the continued success, indeed, to the very survival of the public school system in the United States," the committee said.

McGovern Campaign Manager Lawrence O'Brien called the new committee a first for educators in the political arena.

Student NEA leaders, too, announced that they will work to elect McGovern (see page 4).

NEA protests McGovern stand on tax credits

NEA has vigorously protested a statement by Sen. George McGovern pledging tax credits for parents of students in private and parochial schools.

NEA President Catharine Barrett sent the Democratic candidate for president the following telegram:

"The National Education Association vigorously protests your announced position to provide substantial federal assistance to nonpublic schools and your support of proposed tax credit legislation for parents of children enrolled in private and parochial schools. We believe such aid to be unconstitutional in view of recent court decisions. We strongly urge that you focus your energies on the overwhelming fiscal crisis in our public school system, which enrolls ninety percent of the nation's school-age children."

Mrs. Barrett's statement reflected the position of NEA's Representative Assembly, which for many years has strongly opposed direct or indirect federal aid to private or parochial education. In June 1972, the Assembly reaffirmed that stand in a resolution that stated: "The Association will oppose any bill which includes provisions in federal legislation to provide funds, goods, or services related to the instructional process for nonpublic schools or nonpublic school students."

Meanwhile, hearings on the controversial tax-credit bill were completed on Capitol Hill in Washington (see story, page 3).

Executive Committee urges yes vote on Con Con

The NEA Executive Committee is urging a *yes* vote on the proposed NEA constitution and bylaws. The committee said it interpreted the overwhelmingly affirmative vote (4,154 to 2,175) of the NEA Representative Assembly in June as a mandate for support of the proposals.

Active, life, and retired NEA members as of May 31, 1972, are eligible to ballot on the proposals. Ballots will be mailed to eligible members on November 1, for voting through the 21st.

A special issue of the NEA REPORTER will include the entire Con Con document and the transition schedule. A pro and con feature on the proposals appears in the October *Today's Education*. Meanwhile, some 125,000 copies of the Con Con proposals have been sent to local and state associations.

Opposition to the proposed NEA constitution and bylaws has been announced by the National Education Association Members for a Strong United Profession (NEAMSUP).

"Official bodies in 23 states with nearly one-half million members have gone on record as opposing Con Con," says Morris Nirenstein, chairman of NEA-MSUP and president of the Connecticut Education Association. "With this much dissatisfaction with the proposed document it is clear that a 'no' vote is imperative so that we may begin to work on a document which will receive the overwhelming acceptance necessary to keep us together."

83,797 GAIN NEEDED

GOAL: 1.25 MILLION MEMBERS

One and a quarter million members—that is the goal the NEA Representative Assembly has set for the Association this year.

State education associations have been asked to adopt goals for themselves to make possible the 83,797-member gain needed to lift NEA membership to 1.25 million. Five states — Indiana, New York, North Dakota, Vermont, and Wisconsin—are enrolling members on a three-way unified dues basis for the first time this year.

This year's membership materials (including the poster on page 5) were developed cooperatively with state and local association leaders. They have been distributed through state associations, based on the number of faculty representatives.

NEA's Executive Committee spent September 12 at the United Nations headquarters in New York City, meeting with top UN officials, including Secretary-General Kurt Waldheim (see photo page 9). Shown above (left to right) are Executive Committee member Ramon Huerta, NEA International Relations staff member Braulio Alonso, President-Elect Helen Wise, President Catharine Barrett, and Executive Committee member Ester Wilfong.

opinion interpretation

Looking at the platforms of the political parties

Platforms of the nation's two great political parties were hammered out this summer in Miami Beach as a prelude to the Presidential campaign now heating up for the big showdown on election day, November 7.

For the most part, it is the party platform that a candidate runs on. He may stand or fall on the major issues spelled out in the platform approved by delegates attending the big national conventions.

President Nixon and Senator McGovern, as they campaign nationwide in the weeks ahead, will frequently refer to the issues covered in their party platforms. The platform is essentially the "politician's bible," reflecting as it does the commitment of his party. But in many campaigns platform issues are pushed aside by late-breaking developments and strategy changes.

This election year, as never before in recent political history, education will be a major issue in the Presidential sweepstakes. The Democratic and Republican platforms, to bear out this point, give more attention to education than to many traditional major issues.

The complex problem of paying for public schools and yet guaranteeing each child equal opportunity to learn; desegregation and forced busing; the right of teachers to strike; support to nonpublic schools; career, bilingual, and early childhood education—these will be among the issues that Presidential and Congressional candidates will be talking about.

How did the two parties deal with these and other highly controversial educational issues in their platforms, and how did they differ?

Generally, the philosophies of the two parties are reflected in their respective education planks; the Democrats more than the Republicans support increased federal spending for education.

The Republican platform emphasizes what it describes as "reform initiatives," including child development, the right to read program, career education, a National Institute of Education, and a proposed National Foundation for Higher Education.

"We take pride in our leadership these last four years," the GOP platform declares, "in lifting both quality and equality in American education—from preschool to graduate school—working toward higher standards than ever before."

The Democrats, on the other hand, deplore the state of the nation's schools and charge that "our schools are failing our children" and that the Nixon Administration contributed to this "failure" by twice vetoing major education appropriation bills.

While both platforms pledge to uphold the principles of quality and equality in education, they differ in approach. The Republicans point out that the "output of results, not the input of dollars, is the best yardstick of effectiveness in education." The Democrats make no specific reference to evaluating educational results, but assert that education must "prepare students not just to earn a living but to live a life— a creative, humane, and sensitive life"—a suggestion that education cannot be measured in terms of dollars alone.

In the area of school finance, both parties agree that there is overreliance on the local property tax to support schools. The Republican platform devotes little space to this issue, but concludes that special revenue sharing for education is the best way for the federal government to support the schools.

The Democratic platform calls for increased federal aid to elementary and secondary education, but does not indicate how much the federal contribution should be increased over the present seven percent. The Democrats call for full funding of education programs passed by Congress, including Title I of the Elementary and Secondary Education Act. The platform also supports equalization in spending among school districts and concurs with court decisions holding unconstitutional the disparities in school funding that result from heavy reliance on property taxes.

The Republican document hits hard on the issue of school busing. Although committed to the concept of equal educational opportunity and ending *de jure* segregation, the GOP says, at the same time, that "we are irrevocably opposed to busing for racial balance." The platform says such busing doesn't work because it does not result in improved learning opportunities—its stated objective—while it results in "division within communities and hostility between classes and races." The GOP document supports the Administration's proposed student transportation moratorium bill to halt immediately all further court-ordered busing and give Congress time to devise permanent new arrangements for assuring "desegregated, quality education."

The Democratic platform supports school desegregation as a means to achieve equal access to quality education. It states that there are many ways to desegregate schools and busing is one of them.

"Transportation of students is another tool to accomplish desegregation," the Democratic platform states. Others, according to the platform, are: redrawing school attendance lines; pairing of schools; building larger physical facilities to serve larger, more diverse enrollments; and developing magnet schools or educational parks.

On aid to nonpublic schools, the Republican platform concurs with the Nixon Administration's determination to "halt the accelerating trend of nonpublic school closures."

"We believe," says the GOP, "that means which are consistent with the Constitution can be devised for channeling public financial aid to support the education of all children in schools of their parents' choice, nonpublic as well as public. One way to provide such aid appears to be through the granting of income tax credits."

The Democrats support a proposal to "channel financial aid by a Constitutional formula to children in nonpublic schools," but do not spell out a specific program.

Both platforms indicate a need for stepped-up efforts in vocational and technical education and enhancement of the attractiveness of essential jobs and trades.

In higher education, Democrats and Republicans alike are committed to broad support of the nation's colleges and universities. The Republican platform cautions, however, that "the financial aid we have given and will continue to give in the form of funds for scholarships, research, building programs, and new teaching methods must never be used as a device for imposing political controls on our schools." Democrats declare: "Federal education policy should ensure that our colleges and universities continue as an open system. It must also stimulate the creative development and expansion of higher education to meet the new social, economic and environmental problems confronting society."

School breakfast and lunch programs are not mentioned in the Republican platform. The Democratic education plank calls for continued full funding of the breakfast and lunch programs and development of other programs to combat hunger in the schools.

In the sensitive area of collective bargaining rights for public employees (including teachers), the Republicans are silent, but the Democrats propose new legislation to ensure such rights.

For the first time in history, both party platforms address themselves to equal rights for women. Each supports ratification of the Equal Rights Amendment to the U.S. Constitution, equal pay for equal work, and elimination of discrimination on the basis of sex.

The NEA positions on educational and education-related issues were conveyed to the Republican and Democratic platform committees. NEA called for the federal government to assume one-third of the costs of operating the public schools by 1976 to meet an unprecedented crisis nationwide.

NEA asked for a redoubling of efforts to provide an "outstanding education" to all Americans and underscored the problem of school desegregation as "one imperative we must face squarely."

NEA told the platform committees that a number of tools can be used to achieve desegregation, including geographic realignment, grade pairing, and satellite schools. While recognizing that some pupil transportation will be required to achieve equal educational opportunities for youth, NEA declared that busing should not be used to transport children to inferior schools or be employed where it would impose hardship or a threat to personal safety.

NEA also called for establishment of a Cabinet-level Department of Education and a federal statute which would recognize the right of teachers and other public employees to bargain collectively with their employers.

The full text of the Democratic and Republican party planks on education appears in the October issue of Today's Education.

NEA Resolution C-4, "Desegregation in the Public Schools," as passed by the 1972 NEA Representative Assembly:

The National Education Association believes it is imperative that desegregation of the nation's schools be effected. Policies and guidelines for school desegregation in all parts of the nation must be strengthened and must comply with Brown v. Board of Education; Alexander v. Holmes County Board of Education, Mississippi; other judicial decisions; and with civil rights legislation.

The Association recognizes that acceptable desegregation plans will include a variety of devices such as geographic realignment, pairing of schools, grade pairing, and satellite schools. These arrangements may require that some students be bused in order to implement desegregation plans which comply with established guidelines adhering to the letter and spirit of the law. The Association urges that all laws of this nation apply equally to all persons without regard to race or geographic location.

The Association will continue to oppose vigorously desegregation plans and practices that result in the systematic displacement or demotion of black principals and teachers. It urges federal agencies charged with approving and enforcing plans to do the same.

The Association believes that educators must have a voice in the decision-making process that involves transfer of educators to achieve racial balance.

NEA Resolution C-21, "Federal Support of Public Education," as passed in June by the 1972 NEA Representative Assembly:

The National Education Association seeks general federal support for the whole of public elementary and secondary education. It believes that federal monies must be expended solely for public education. It seeks federal support in line with the following principles:

a. The Federal share of the costs of public elementary and secondary education must be at least one-third.

b. Federal funds must be allocated without federal control for expenditure and be suballocated by state education agencies.

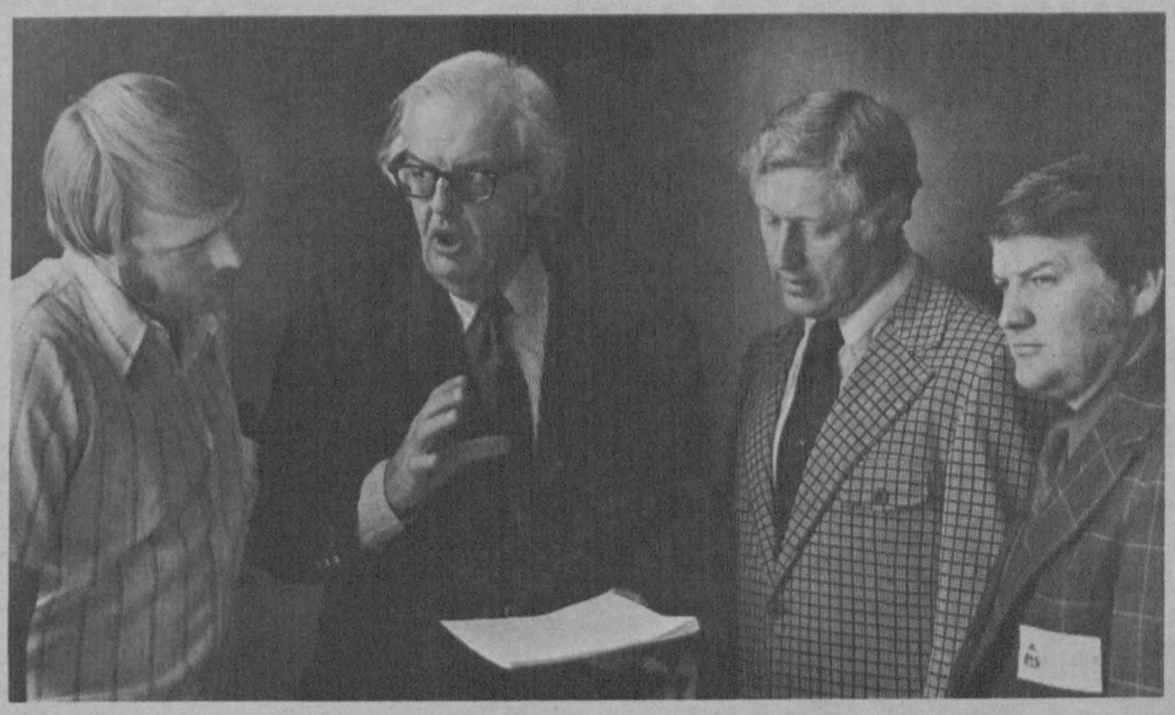
c. The amount of aid must be generally predictable for long-range planning and specifically predictable for year-to-year planning.

d. Present programs of specific aid must be expanded and improved by consolidation and simplification of administration.

e. Public funded services for nonpublic school students must be strictly limited to medical and dental care, public welfare programs, school lunch and milk programs, and public safety services such as fire and police protection, which are budgeted and administered through the appropriate public agencies.

f. Federal legislation must comply with civil rights statues, be consistent with the constitutional provision respecting an establishment of religion, and provide for judicial review as to its constitutionality.

The Association will oppose any bill which includes provisions in federal legislation to provide funds, goods, or services related to the instructional process for nonpublic schools or nonpublic school students.



Political action workshop

Matt Reese, of Matt Reese Associates, Washington, D.C., talks with association workers during a political action workshop in Burlingame, California. The workshop, one of three, was sponsored by NEA's Leadership Development Academy and Division of Government Relations. At left, is Joel C. Bradshaw, Colorado Education Association; at right are Duke Kessler, Wyoming UniServ representative, and Robert Hunsaker, Utah UniServ representative

Public employees picket together

Teacher strikes rose sharply during the opening days of school this fall. More than 70 strikes were reported in 10 states, compared to 42 strikes in seven states last fall, when the national wage freeze held the number of strikes down. Above, policemen join teachers on the picket line in Somerville, Massachusetts. Reasons for this year's strikes centered on working conditions, including class size, higher salaries, and the teacher's role in decision making.

Court bars forced maternity leave

A board of education cannot compel a pregnant teacher to go on maternity leave at the end of the fifth month, the U.S. Court of Appeals for the Fourth Circuit, Richmond ruled in September. In the second federal appellate court decision in history concerning pregnant public school teachers, the court affirmed a district court decision that the dismissal of Susan Cohen by the Chesterfield County, Virginia, board of education was unconstitutional.

Mrs. Cohen's case was supported by the NEA DuShane Emergency Fund on both the district and appeals court levels.

On July 27, the first appellate decision on the issue was handed down by the U.S. Court of Appeals for the Sixth Circuit. Its ruling followed the position argued by the NEA in its friend-of-the-court brief on behalf of Jo Carol La Fleur and Ann Elizabeth Nelson, two union teachers from Cleveland, who were forced to take involuntary unpaid leave after the fourth month. Their union, the AFT, did not support their case.

Mrs. Cohen was the nation's first educator to challenge and win the right in federal court to be pregnant and continue teaching in her public classroom beyond the fifth month of pregnancy. In May 1971 the federal district court ruled in her favor, granting her full salary for the three months she would have worked prior to the birth of her baby, seniority credit, and other benefits.

In a 2-1 ruling, the Fourth Circuit said: "The record is literally devoid of any reason, medical or administrative, why a pregnant teacher must accept an enforced leave by the end of the fifth month of pregnancy if she and her doctor conclude that she can perform her duties beyond that date."

The court noted that it is "self-evident" that the maternity leave regulation is discrimination based on sex, since only females become pregnant.

"We cannot find in the record," the court continued in its decision, "nor can we imagine any justification for requiring greater certainty for the effective leave date of pregnant teachers than of any other teacher, male or female, who may be absent for a prolonged period as a result of illness, emergency surgical procedure, or elective surgical procedure."

And, reversing an adverse lower court ruling in the La Fleur case, the U.S. Court of Appeals for the Sixth Circuit termed the rule "arbitrary and unreasonable in its overbreadth" and noted that the "three month enforced unemployment after birth has no relation to the employer's interest at all." Said the court, "Under no construction of this record can we conclude that the medical evidence presented supports the extended periods of mandatory leave required by the rule both before and after birth of the child."

Noting that the rule is inherently based upon a classification by sex, the appeals court said, "male teachers are not subject to pregnancy, but they are subject to many types of illnesses and disabilities. This record indicates clearly that pregnant women teachers have been singled out for unconstitutionally unequal restrictions upon their employment."

While the court noted that the school board rule was originally established for instructional continuity, relief of administrative problems, and so as not to subject pregnant teachers to pointing, giggling, and snide remarks by students, the court pointed out that pregnant students are allowed to continue in the Cleveland schools without any apparent ill effects upon the education system.

James T. Butler, director of the DuShane Fund, noted: "These two favorable decisions will surely buttress NEA's efforts to ensure equality of job security for women. School districts within the Fourth and Sixth Circuits will now be forced to change maternity leave policies which discriminate against women to conform to constitutional requirements. Local association leaders will have favorable rulings in the Cohen and La Fleur cases as another tool to negotiate fair maternity leave policies for their women members."

Tax credit bill House hearings are completed

The House Ways and Means Committee has completed hearings on H.R. 16141, "Public and Private Education Assistance Act of 1972." This bill, sponsored by Chairman Wilbur D. Mills (D-Ark.) and Rep. Hugh Carey (D-N.Y.), contains a controversial $1 billion proposal for granting up to $200 a year in tax credits to parents for each child attending nonpublic elementary and secondary schools.

In a statement to the committee, NEA voiced strong opposition to this portion (Title II) of the bill, contending that it is tantamount to providing federal funds to private and parochial schools. In response to criticism that the provision would be of little benefit to low-income families which pay no federal tax, Representative Carey said the tax credit would be available to these families in the form of a reimbursement. Under such an arrangement, persons who pay no federal income tax would receive up to $200 in funds from the government for each of their children enrolled in nonpublic schools.

Observers at August hearings reported most Ways and Means Committee members seemed very receptive to the tax credit proposal. Administration support of the provision was based on an understanding that no new money would be appropriated for tax credit. This revealed the assumption that the billion dollars would have to come from money appropriated to aid public schools.

When questioned about their specific notions for funding the proposal, administration officials implied, for example, that federal impact aid money might be used. The impact aid program, which provides $600 million annually to more than two-thirds of all Congressional districts, has been in continuous jeopardy as a prime target of Nixon budget cutting.

nea reporter

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EDPRESS

LBJ accepts NEA award

Former President Lyndon B. Johnson receives the first NEA Friend of Education Award from Wyley Eillott, NEA director from Arkansas. Elliott, chairman of the award screening committee, presented the award on August 23. The award presentation had been planned for the NEA Convention in June, but the former president was unable to attend at that time.

Students back McGovern

Student NEA President Tom Creighton announces the decision of the organization's executive committee to endorse and work for the election of Sen George McGovern. Creighton is from Lincoln, Nebraska. Also shown is Student NEA Vice-President Kurt Gripenstraw, of Santa Cruz, California.

The purpose of American Education Week is to acquaint communities with their schools. Theme for this year's AEW is "Make Education Top Priority." American Education Week is cosponsored by NEA, the U.S. Office of Education, the American Legion, and the National Congress of Parents and Teachers.

SUPREME COURT AFFIRMS RIGHTS OF NONTENURED

The U.S. Supreme Court has affirmed that teachers, including the nontenured, may not be denied a new contract in reprisal for having exercised a constitutional right. NEA filed "friend of the court" briefs in federal appellate courts and the U.S. Supreme Court in both the *Sindermann* and *Roth* cases and DuShane financed litigation and subsistence for Sindermann. NEA and the Wisconsin Education Association shared costs in the *Roth* case.

In the *Sindermann* case, involving the nonrenewal of an Odessa (Texas) Junior College professor with 10 years' experience in the state's system, and the *Roth* case, concerning the nonretention of a first-year University of Wisconsin professor, the Court laid down principles about the rights of teachers to a statement of reasons and an administrative hearing:

- Any teacher who is to be dismissed in mid-contract is entitled to a hearing because he is being deprived of "property" under the Fourteenth Amendment.
- A nontenured teacher threatened with nonrenewal may in certain cases request and receive an administrative hearing prior to nonrenewal, if:

a. He can prove that the nonrenewal deprives him of the "liberty" to pursue a career because the charges against him, such as immortality or dishonesty, "might seriously damage his standing and associations in the community" or that the stigma of nonreemployment might foreclose his freedom to take advantage of future job opportunities.

b. He has a "property" interest in continued employment because of state tenure laws, because he has de facto tenure, or because the institution has, traditionally, reappointed faculty with long service or in the absence of adverse criticisms.

TENURED TEACHERS

- Tenured teachers are entitled to be given reasons and to have a hearing prior to administrative action.

The *Roth* and *Sindermann* decisions are explained in greater detail in an article, "U.S. Supreme Court Supports Teachers Due Process Rights" which was published in the September issue of *Today's Education.*

In *Roth* the Court found that Roth, who did obtain another college teaching post, did not provide sufficient evidence to show that his nonrenewal foreclosed his employment future. His case now goes to trial in the district court.

Since the Supreme Court decisions, a federal judge in Chicago, in view of *Roth,* ruled against a school board motion to dismiss a suit instituted by two nontenured teachers. They have provided evidence outlining their job search difficulties following nonrenewal. Their case will go to trial.

NEA lawyers are presently examining alternative strategies in light of the Supreme Court decisions.

Student NEA committee votes to back McGovern

The Student National Education Association's executive committee has announced its endorsement of Sen. George McGovern for president. The endorsement, announced in Washington, D.C., last month by Student NEA President Tom Creighton, was approved by unanimous vote of the Student NEA committee early in September.

Creighton said the 80,000-member Student NEA, which has worked to register young voters, will now work to encourage these voters to cast their ballots for McGovern. He said that McGovern's record "shows his commitment to our country's youth and their concerns," adding, "He was one of the first candidates to honestly listen to what youth were saying."

Creighton said Student NEA leaders are "appalled at the record of Richard Nixon during his first 40 months in the White House. Richard Nixon has given us every indication that young people, their education, health, welfare, and rights are unimportant compared to the demands of the military, big business, and special interest groups."

Creighton also commented on a Gallup Poll indicating that a majority of voters under 30 support the Nixon-Agnew ticket. He criticized the poll's timing and vagueness, saying: "Let me make very clear that no poll speaks for the youth of this country."

names in the news

Robert M. Isenberg, associate executive secretary of the American Association of School Administrators, died September 2 following a heart attack. Isenberg, an authority on school bus operations, was director of the NEA Division of Rural Services and executive secretary of the NEA Department of Rural Education before joining the AASA staff in 1968.

Tom Penn, director of the Missouri State Teachers Association Eastern Office in St. Louis, has been appointed executive secretary of MSTA effective October 1. Penn succeeds **Everett Keith** who retires October 31 after 31 years as the state association's executive secretary.

NEA President **Catharine Barrett** recently made the following liaison appointments from the NEA Executive Committee: Council on Instruction and Professional Development—**George Gumeson;** Legislative Committee—**Ester Wilfong;** Committee on Planning and Organizational Development—**Donald Blakeslee;** Human Relations Council—**Wade Wilson;** Higher Education—**Wade Wilson;** Teacher Rights Committee—**Ramon Huerta;** Committee on Educational Finance—**Donald Morrison;** Con Con—**Helen Wise.** She reappointed **Roberta Hickman** as a member for one year to the Program and Budget Committee. NEA Treasurer **Nelson Kreuze** and President-Elect **Helen Wise** serve on the committee by virtue of position.

The NEA Executive Committee approved **Mrs. Barrett's** nominees to the Council on Instruction and Professional Development for three-year terms beginning September 1: **Robert Threatt,** Fort Valley, Georgia (reappointed); **Idella Lohman,** Stillwater, Oklahoma; **Marjorie Lowman,** Farmer City, Illinois; and **Darlene Wilson,** Fullerton, California .

J. J. McPherson, specialist in educational technology at the U.S. Office of Education and former head of NEA's audiovisual units, died September 16 following a heart attack. From 1950 to 1956 McPherson was executive secretary of NEA's Department of Audiovisual Instruction and director of the NEA Division of Audiovisual Instructional Service.

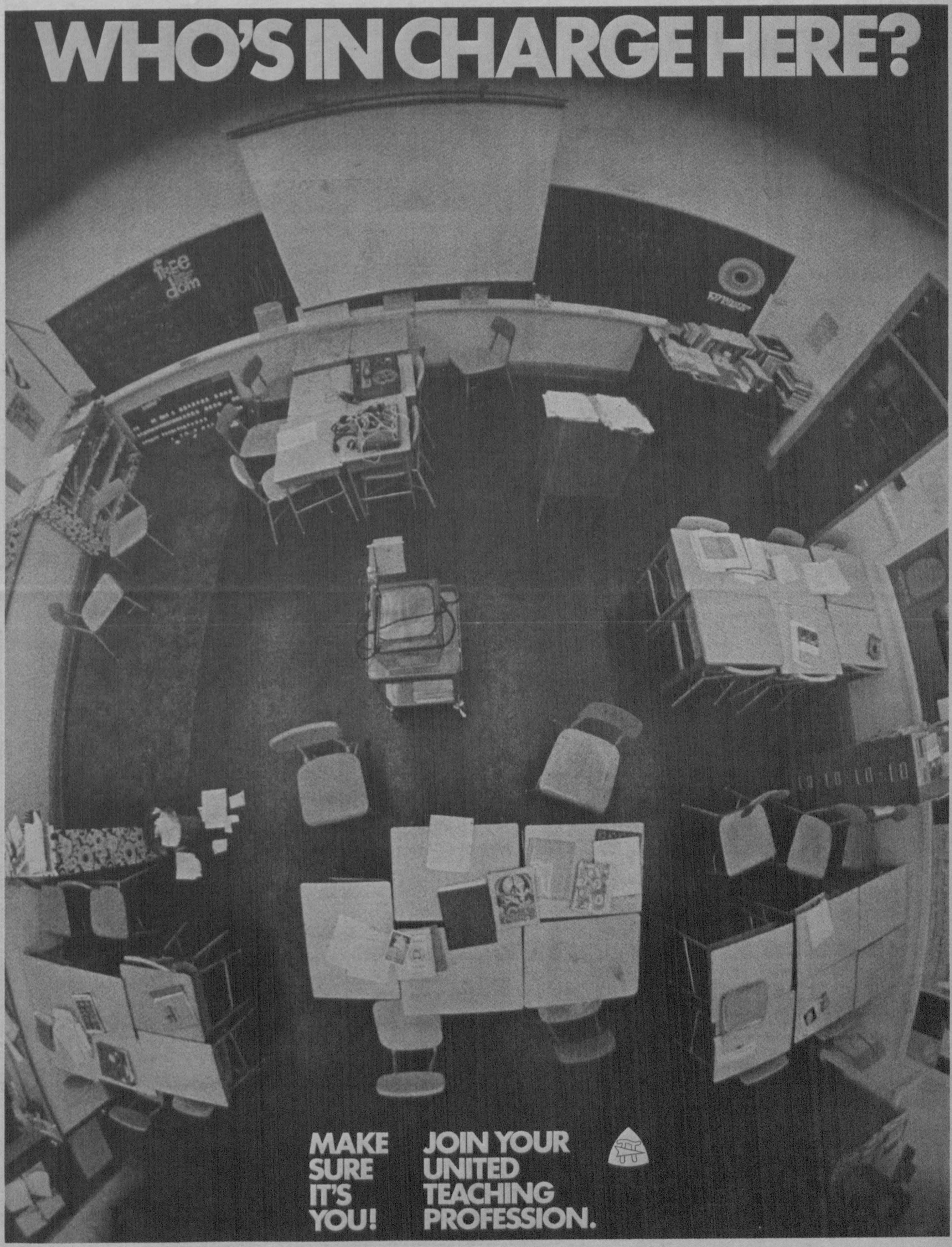
Allan West, NEA deputy executive secretary, became acting executive secretary on October 1, the date on which Executive Secretary **Sam M. Lambert** began a six-month sabbatical leave.

Corma Mowrey, director of NEA's Organization Relations Division, and **Jennings Flathers,** assistant director, were recently honored by the joint committee of NEA-National Congress of Parents and Teachers and NEA-American Legion. Miss Mowrey retires November 1; Flathers retired September 1.

In Atlantic City on July 1 the NEA Board of Directors took the following action: "That the president extend to Corma Mowrey the tribute and sincere appreciation of the Board of Directors for her dedicated years of service on behalf of the United Teaching Profession and, further, that an appropriate plaque be prepared and presented to Miss Mowrey at the October Board meeting."

Katherine F. Schlup, a former staff member of AAHPER and of the Home Economics Education Association, is now administrative assistant for the NEA Department of School Nurses.

Some 150,000 copies of this poster have been distributed to faculty representatives around the nation to promote membership in the United Teaching Profession.



MEMBERS RAVE ABOUT $795 ORIENTAL TOUR

NEA's 1972 Oriental Holiday tour program was the most successful program ever operated by the Educational Travel Division since its origin in 1945. Over 1,400 educators and their families participated in the program, and letters of congratulation are still being received.

Excerpts from a few of these letters follow:

"My husband and I want to thank you and everyone connected with the OH-5 tour to Japan and Hong Kong. Kintetsu World Express, Inc., did a first-rate job in every way. Our hotels were deluxe, our guides gracious and helpful, the food delicious. Our air travel was excellent, and I can only speak in superlatives about the entire trip and the modest price."—*Mrs. Donald L. Cushing, first grade teacher, Braintree, Massachusetts*

"My wife and I have just returned from the Far East, having been on your OH-5 tour. We both want you to know that we had a wonderful time. The hotels were tops, the food was out of this world, the tours in Japan, Hong Kong and Bangkok were delightful, and the personnel of the Kintetsu World Express went out of their way to be helpful and friendly. We have nothing but praise for everyone connected with OH-5."—*Russell E. Graf, M.D. Bluffton, Indiana (Mrs. Graf is a special ed teacher, primary level, in Bluffton).*

"I want to thank you for planning such a wonderful tour of the Orient. I went on the OH-6 tour of Japan, Hong Kong and Bangkok. Meals, hotels, tours and service were great; we were treated so courteously. This was my first NEA tour; if other tours are half as wonderful, I'll be well pleased."—*Sharon Tucker, second grade teacher, Hazelwood, Missouri*

"I want to tell you that Oriental Holiday tour was just a wonderful trip! It was really first-class in every way. Have never received as much for our money on any tour as this one. The flights, hotels, guides, meals, countries visited, etc., were just outstanding." — *Mrs. Elizabeth Bevins, retired elementary principal, Wisconsin Rapids, Wisconsin*

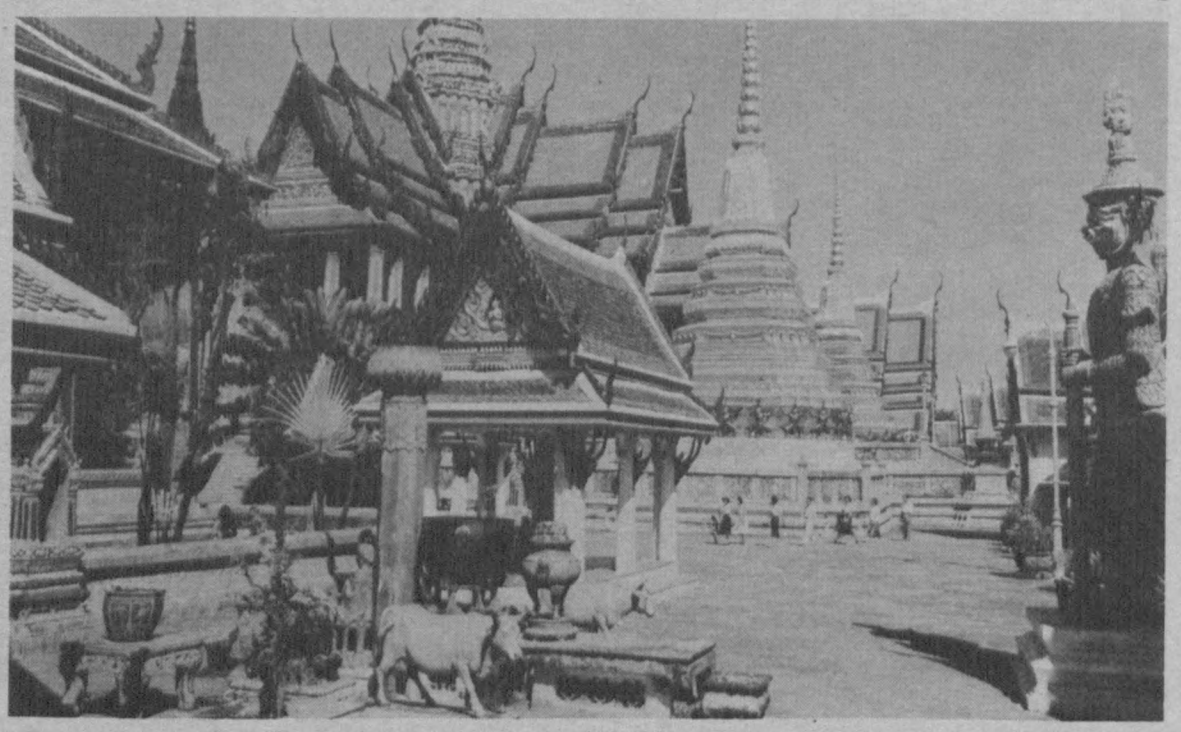
Here are the details on the 1973 Oriental Holiday:

Transportation: via TIA new DC-10 chartered jet. Participants must fly westbound and eastbound together on dates of selected charter, but may board at one city and deplane at the other. Departure times to be announced approximately two months prior to departure.

Hotels: **Tokyo**—New Otani Hotel; Hong Kong—Miramar Hotel; Bangkok—Dusit Thani Hotel.

This year NEA Oriental Holiday tour members are invited to visit the home of a Japanese educator.

Five days in Bangkok, Thailand, is included in the 1973 Oriental Holiday tour.



The 15 days are left fairly unstructured to enable each person to plan his own itinerary. A complete list of optional tours will be furnished upon registration, with added cost of each.

Deferred Payment Plan (available on the Oriental Holiday tours only)—Persons resigtering *before January 1st* for one of the Oriental Holiday tours may elect to pay for the tour in six installments. The first installment is the deposit of $200. The next five installments (due the first of each month following registration) will be $119 each. A coupon sheet will be sent to persons wishing to take advantage of this payment plan. It will then be up to the individual to return one coupon each month with his monthly payment for the tour. There is no additional charge for this service.

Features included in tour price:

- 15 nights and 17 days, with 5 nights each in Tokyo, Hong Kong, and Bangkok
- First class or deluxe hotel accommodations (with private bath and air conditioning) based on double occupancy
- Round-trip transportation via TIA (Trans-International Airlines) new DC-10 jet.
- All sightseeing by deluxe, air-conditioned motorcoach
- Full escort service throughout itinerary
- All transfers
- Baggage handling
- Services of professional guides
- Half-day city tour in Tokyo
- Special home visit with educator in Tokyo for those interested
- Complimentary cocktail party in Tokyo
- New Territories tour in Hong Kong
- Floating Market and Royal Barge tour in Bangkok
- Meals, beverages, free movies, and stereo in flght
- Local tax and gratuities.

1973 Oriental Holiday Program

Price: $755 + $40 tax/service from any of the departure cities listed.

Tour	Dates	Departure Cities
OH-1	June 27-July 13	from Philadelphia and St. Louis
OH-2	July 2-July 18	from New York and Detroit
OH-3	July 7-July 23	from New York and Columbus
OH-4	July 12-July 28	from Newark and Kansas City
OH-5	July17-Aug. 2	from Philadelphia and Chicago
OH-6	July 22-Aug. 7	from Boston and Buffalo
OH-7	July 27-Aug. 12	from Miami and Atlanta
OH-8	Aug. 1-Aug. 17	from New York and Minneapolis
OH-9	Aug. 6-Aug. 22	from Baltimore and Chicago

Application for Oriental Holiday Tour Reservation

Applications for reservation of space will be accepted in the order of receipt when accompanied by a deposit of $200 per person. Deposits will be applied toward full price, with balance due six weeks in advance of scheduled departure. Make checks payable to one of the offices listed below.

Please reserve .....spaces on (code letters of tour) .....

departing (city)..... on (date).....

Enclosed is deposit of $....., for ..... (number of persons).

☐ Since I am registering for the Oriental Holiday tour prior to January 1, I would like to take advantage of the deferred payment plan.

Name(s) ☐ Mr. ☐ Miss ☐ Mrs. .....
(List names of other family members on separate sheet.)

Address .....

City ..... State ..... Zip .....

Home Telephone No. ..... (Include area code) School Telephone No. ..... (Include area code)

For rooming purposes only: Your age ..... Your roommate's name (if you have chosen one) ..... (Please include rooming information on any additional names.)

I affirm that I meet the requirements on eligibility for the tour requested.

..... (signature) ..... (date)

Send signed application and deposit to the office nearest you.

Educational Travel Div., NEA
1201 16th Street, N.W.
Washington, DC 20036

IEA-NEA Travel Service
1 South 132 Summit Ave.
Villa Park, Illinois 60181

Eligibility: To be eligible for an Oriental Holiday tour, the NEA member must have held membership for at least six months as of the date of tour departure. Send a photocopy (or other facsimile) of your latest NEA membership card or the mailing label from the latest issue of the **NEA Reporter** or **Today's Education** with your application. Members of the immediate family of the NEA member (limited to spouse, dependent children and parents of the NEA member ONLY living in the same household) are also eligible to participate. Brothers, sisters, cousins, friends, etc., are **not** eligible under C.A.B. regulations governing charter flights.

'FLAMENCO FANTASTIC' IS $299 AFFORDABLE TOUR

Here is the perfect, inexpensive, nonregimented tour that NEA members have requested for years. NEA's Educational Travel Division announces its new 16-day Flamenco Fantastic tour program (FF-1 through FF-17) for 1973. The Flamenco Fantastic costs just $299 from six east coast cities: New York, Boston, Philadelphia, Baltimore, Washington, D.C., and Atlanta; available with supplemental airfare from 13 additional U.S. cities.

This is the holiday you can afford. Seventeen departures from 19 different gateway cities across the United States make this new program convenient for just about everyone. The price includes round-trip airfare via World Airways 747 jet (with free movies, stereo, meals, and beverages in flight), visiting two countries, deluxe and first-class hotels and/or villas (twin-bedded rooms), American breakfast daily, transfers between airports and hotels, baggage handling, accident and baggage insurance, and a hospitality desk in each hotel to arrange optional sightseeing excursions.

There are three different itineraries from which to choose. *The three different land programs are available only exactly as they are shown on the charts below—on the particular dates and from the gateway cities listed.*

From the moment you step aboard your 747 jet, you'll start to relax and enjoy yourself. Free movies, stereo, delightful meals, and beverages will make your transatlantic flight all part of the fun.

When you arrive at your destination, you'll be met and transferred to your hotel and/or villa. After that—no regimentation. You're free to do just as you please, whether that might be lounging lazily on one of the beautiful beaches or renting a car and exploring the picturesque towns and countryside.

This exclusive travel opportunity is available only to you, as an NEA member, through your Educational Travel Division and those state education associations jointly sponsoring this program with NEA. Here is your chance to take a leisurely jaunt to two different, fascinating countries for as little money as it would cost for airfare alone if you were traveling independently.

Look over the three different itineraries shown here. Decide which gateway city and departure date is most convenient for you. Then complete the application form at right and send it in with your deposit ($100 per person) check today. (Space cannot be guaranteed to late applicants.)

Eligibility Requirements: Participants must have held membership in NEA for at least six months prior to the date of tour departure. Members of the immediate family of the NEA member (restricted to spouse, dependent children, and parents of the NEA member living in the same household only) may also be included: *Friends and relatives may accompany NEA members at additional cost.*

FF-1 through FF-9—Algarve, Portugal, and Madrid, Spain

Tour Code	Gateway City	Departure/Return Dates	Inclusive Price	
FF-4	New York	July 2-July 17	Tour Rate	$299
FF-6	Baltimore & Boston	July 29-Aug. 13	Tax & Service	30
FF-8	New York	Aug. 6-Aug. 21	Air Supplement	NONE
			TOTAL	$329
FF-5	Chicago	Aug. 12-Aug. 27	Tour Rate	$299
FF-7	Columbus	July 16-July 31	Tax & Service	30
FF-1	Miami & Atlanta	June 17-July 2	Air Supplement	69
			TOTAL	$398
FF-2	Seattle & Dallas	June 18-July 3	Tour Rate	$299
FF-3	San Francisco	July 30-Aug. 14	Tax & Service	30
FF-9	Los Angeles & Des Moines	July 15-July 30	Air Supplement	99
			TOTAL	$428

Land arrangements for FF-2, 6, and 7 begin in Madrid and end in Algarve.

1st day—USA/Algarve. Evening departure by World Airways 747 jet for Portugal.

2nd day—Albufeira, Algarve. Morning arrival in Faro, the capital of the province of Algarve. Transfer to Albufeira, an unspoiled resort on the coast.

3rd through 8th days—Albufeira, Algarve. At leisure to enjoy the amenities of your villa and to explore the Algarve coast.

9th day—Albufeira/Madrid. Leave your exotic Moorish setting by the sea by motorcoach for Faro, where you will board your jet for Madrid.

10th through 15th days—Madrid. Acommodations in exclusive Eurobuilding Hotel.

16th day—Madrid/USA. Afternoon transatlantic jet.

FF-10 through FF-16—Las Palmas, Canary Island, and Lisbon, Portugal

Tour Code	Gateway City	Departure/Return Dates	Inclusive Price	
FF-15	New York	July 22-Aug. 6	Tour Rate	$299
FF-16	Washington & Atlanta	June 25-July 10	Tax & Service	30
			Air Supplement	NONE
			TOTAL	$329
FF-10	Indianapolis & Pittsburgh	June 24-July 9	Tour Rate	$299
FF-11	Louisville & Detroit	Aug. 5-Aug. 20	Tax & Service	30
FF-13	Chicago	July 9-July 24	Air Supplement	69
FF-14	Minneapolis & St. Paul	July 23-Aug. 7	TOTAL	$398
FF-12	San Francisco & Portland	July 8-July 23	Tour Rate	$299
			Tax & Service	30
			Air Supplement	99
			TOTAL	$428

Land arrangements for FF-11, 12, 15, and 16 begin in Lisbon and end in Las Palmas.

1st day — USA/Las Palmas, Canary Islands. Late evening departure by World Airways 747 jet for Las Palmas, on Grand Canary Island. These islands, off the southern coast of Morocco, are a province of Spain.

2nd day—Las Palmas. On arrival at this city, which is built upon seven hills, you will be transferred to your villa at the Sunwing Resort Village. All villas face the sea, are within walking distance of the beaches, come with equipped kitchens and maid service.

3rd through 8th days—Las Palmas. Free days to enjoy the ideal climate and beauty of the "fortunate isles." The temperature varies little from month to month, and the islands are crowded with extraordinary contrasts in scenery.

9th day—Las Palmas/Lisbon. Mid-morning flight to Lisbon, Portugal, a city of vast charm. Lisbon can be divided into three sections: the main shopping center; the old Moorish quarter and Alfama, dominated by the Castle of St. George; and the new section, which is out toward the airport. While you are in Lisbon you will stay at the Roma Hotel, located in the new section.

10th through 15th days—Lisbon. During these days you will want to take an excursion to Estorial and Sintra, attend a bullfight (in Portugal the torero is not permited to kill the bull), and spend an evening at a discotheque.

16th day—Lisbon/USA. Afternoon transatlantic jet to your gateway city. Tour ends upon arrival the same day.

FF-17—Tangier, Morocco, and Malaga, Spain

Tour Code	Gateway City	Departure/Return Dates	Inclusive Price	
FF-17	Chicago & New York	July 1-July 16	Tour Rate	$299
			Tax & Service	30
			Air Supplement	69
			TOTAL	$398

1st day—USA/Tangier, Morocco. Evening departure via World Airways 747 jet for Tangier.

2nd through 8th days—Tangier. On arrival transfer to Les Almohades and Intercontinental Hotels. Your hotel will be your home while you trek off to the "souks" and "casbahs" in Casablanca and Fez; visit the capital, Rabat; and watch snake charmers, acrobats, and musicians in the Djemaa el Fna Square at Marrakech against the snow-capped Atlas Mountain.

9th day — Tangier/Malaga. Flight from Morocco north to Spain. On arrival you will be transferred to the Cervantes Hotel.

10th through 15th days—Malaga. Malaga is the center of Spain's Costa del Sol. It has a fine harbor, wonderful weather, and is the birthplace of Picasso. From this central location you can visit other cities on the Costa del Sol.

16th day—Malaga/USA. Afternoon flight by 747 jet to your gateway city, where tour ends.

Dancer Raquel Pena demonstates one of the dances that NEA travelers will have the opportunity to see on the NEA Flamenco Fantastic tour.

Application for Flamenco Fantastic Tours Reservation

Applications for reservation of space will be accepted in the order of receipt when accompanied by a deposit of $125 per person. Deposits will be applied toward full price, with balance due sixe weeks in advance of scheduled departure. Make chesks payable to one of the offices listed below.

Please reserve ..... spaces on (code letters of tour or flight) ..... departing (city) ..... on (date) ..... Enclosed is deposit of $....., for .....(number of persons)

Names(s) ☐ Mr. ☐ Miss ☐ Mrs. .....
(List names and addresses of other family members and friends on separate sheet.)

Address .....

City ..... State ..... Zip .....

Home Phone No..... (Include area code) School Phone No..... (Include area code)

For rooming purposes only: Your age ..... Your roommate's name (if you have chosen one) .....

.....

(Please include rooming information on any additional names.)

I affirm that I meet the requirements on eligibility for the tour/flight requested.

....
(signature) (date)

Send signed application and deposit to the office nearest you.

Educational Travel Div., NEA
1201 16th Street, N.W.
Washington, DC 20036

IEA-NEA Travel Service
1 South 132 Summit Ave.
Villa Park, Illinois 60181

Eligibility: Participants must have held membership in NEA for at least six months prior to the date of tour departure. Members of the immediate family of the NEA member (limited to spouse, dependent children and parents of the member only living in the same household) may also be included at the same rate. Friends and relatives may accompany NEA members at additional cost.

SUMMER 1973 CHARTER FLIGHTS

Code No.	City	Dates	Total Price
CW-21	Minneapolis-Amsterdam-Minneapolis	June 18-July 23	$235
CW-23	St. Louis-Amsterdam-St. Louis	June 19-July 31	244
CW-24	New York-Madrid/Amsterdam-New York	June 20-Aug. 02	199
CW-25	Detroit-Amsterdam-Detroit	June 21-Aug. 16	232
CW-26	Chicago-Amsterdam-Chicago	June 22-Aug. 23	247
CW-27	New York-Frankfurt/Amsterdam-New York	June 25-July 23	211
CW-28	Hartford-Amsterdam-Hartford	June 27-July 25	207
CW-29	Los Angeles-Madrid/Amsterdam-Los Angeles	June 27-July 30	311
CW-30	New York-Amsterdam-New York	June 27-Aug. 23	217
CW-31	Seattle-Amsterdam-Seattle	July 09-Aug. 09	285
CW-32	Chicago-Madrid/Amsterdam-Chicago	July 02-Aug. 07	239
CW-33	Baltimore-Amsterdam-Baltimore	July 02-July 23	211
CW-34	Phila.-Frankfurt/Amsterdam-Phila.	July 03-July 30	211
CW-35	Detroit-Amsterdam-Detroit	July 03-July 26	224
CW-36	Phila.-Amsterdam-Phila.	July 05-Aug. 23	225
CW-37	Chicago-Athens-Chicago	July 11-Aug. 16	337
CW-37A	New York-Athens-New York	July 11-Aug. 16	297
CW-38	San Francisco-Chicago-San Francisco	July 09-Aug. 16	140
CW-38A	San Francisco-New York-San Francisco	July 09-Aug. 16	180
CW-39	Indianapolis-Amsterdam-Indianapolis	July 10-Aug. 16	231
CW-40	New York-San Francisco-New York	July 10-Aug. 16	180
CW-40A	Chicago-San Francisco-Chicago	July 10-Aug. 16	140
CW-42	Boston-Amsterdam-Boston	July 17-Aug. 17	199
CW-43	New York-Geneva/Amsterdam-New York	July 23-Aug. 15	209
CW-44	Chicago-Amsterdam-Chicago	Aug. 02-Aug. 23	224
CW-45	New York-Amsterdam-New York	Aug. 02-Aug. 28	199

NEA members eligible to join international passengers' group

NEA members may now join the International Passengers' Consumer Association (IPCA) through the NEA Educational Travel Division.

IPCA is an independent, worldwide, nonprofit consumer association formed expressly and exclusively to serve, promote, protect, and represent the consumer interests of travelers of all nations, many of whom encounter problems while traveling, especially to foreign countries. IPCA also publishes news bulletins and health notes—free to members—for travelers.

NEA Travel Division Director William C. Becker—a member of the board of directors of IPCA Limited—said that IPCA is "filling a real and increasing need in travel." He added: "I am convinced of its value to teachers, whose limited time and resources prevent them from pursuing on their own the various ramifications (sometimes including legal ramifications) of incidents arising out of travel. IPCA is presently negotiating to establish a series of offices and agencies in different countries, and expects to open the first office in continental Europe this year. As these offices open, members will have a friend to turn to when something goes wrong and they need advice or help. And the friend will have been trained for the job."

IPCA has an "action line" in operation for receiving and handling travelers complaints—a part of IPCA's program that will be extended and expanded to keep pace with the growth of membership. In addition, other services and benefits are planned, including an international IPCA medicard for emergency protection when traveling.

Becker pointed out that NEA members who join IPCA may avail themselves of its services while they are traveling and, even when they are at home, they will receive IPCA publications. Further, he noted, they will be part of the only world body that maintains constant vigilance on behalf of the traveler and the potential traveler.

To apply for IPCA membership, $5 a year, complete and mail the coupon below, on this page. Membership cards will be sent (allow three week mail time) from IPCA's international headquarters at Shannon Airport, Ireland.

Application for IPCA membership

TO: NEA Educational Travel Division
1201 16th St., N.W.
Washington, DC 20036

I apply for membership in the International Passengers' Consumer Association. I understand that membership will take effect from date of acceptance of this application by IPCA Limited.

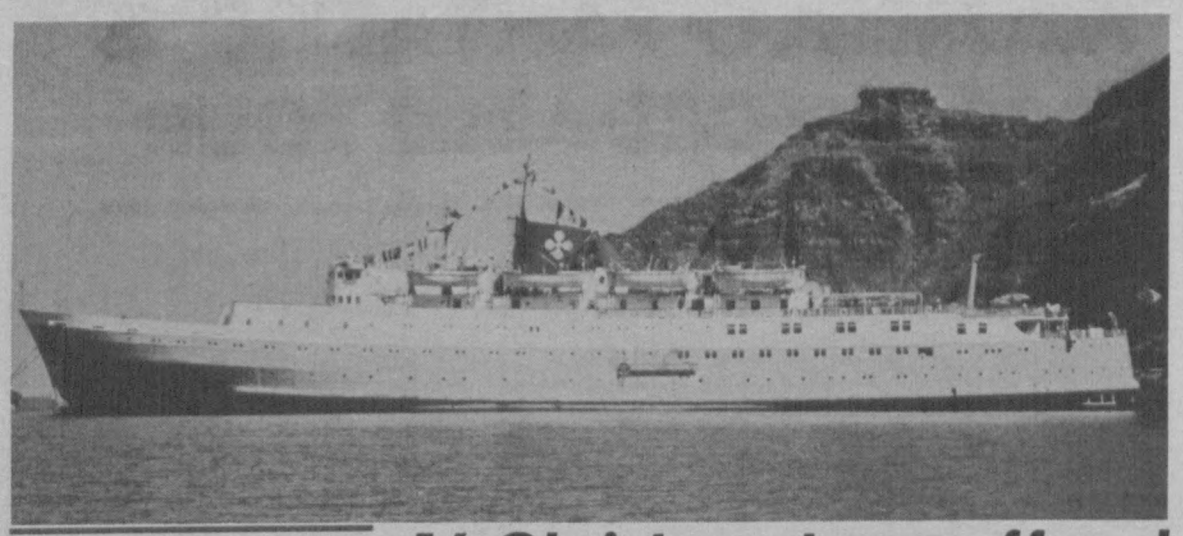
Name _____

Address _____

City _____ State _____ Zip _____

I enclose $5 check, made out to "IPCA LIMITED" for one year's membership.

Signed _____ Date _____



The M.T.S. Apollo, *the ship on which NEA travelers will tour Mediterranean Ports at Christmas.*

The summer 1973 NEA charter flights will save members about 10 percent over the cost of last year's flights, mainly because many 1973 flights will be on World Airways new 747 jets, bringing the per-person cost down. For the first time, domestic flights are scheduled as well as a flight to Athens.

The NEA Educational Travel Division hopes, with the variety of dates and departure points offered, that most NEA members will be able to find an NEA charter that meets their needs. For the few that cannot, however, the division urges extreme caution in selecting another chartering organization with which to travel. An increasing number of organizations are operating illegal charter flights, and many teachers who had hoped to save a few dollars spent hundreds getting home on their own.

Regulations governing charter flights are set up by the Civil Aeronautics Board (CAB), the division points out, and these regulations state specifically that participants must have been members of the chartering organizations for at least six months prior to the departure date of the flight. Members of the immediate family of the member (limited to the spouse, dependent children, and parents of the member only, living in the same household) are also eligible. Brothers, sisters, cousins, friends, etc. are *not* eligible to participate in such a charter flight.

The NEA Travel Division urges members to beware of any chartering group that is not abiding by these CAB regulations or is not financially sound. NEA abides by the rules; it is for this reason that members go "the NEA way."

16 Christmas tours offered

Sixteen different Christmas tours are being offered by the NEA Educational Travel Division this year. Full details were given on pages 14 through 16 of the September NEA REPORTER (for another copy check coupon below).

A complete list of these Christmas tours is given below. The Travel Division urges members to decide early and to submit applications and deposits now while there is still time to be included in one of these holiday events.

Tour	Dates	Departing	Price
Three Holiday Specials for NEA members and their families			
• Mediterranean Ports at Christmas (XCM) (air/sea cruise)	12/22-12/31	N.Y.	$495
• Grand Bahama Happening (XGB)	12/26-1/1	N.Y.	$259 + $19 tax/serv.
• Vermillion Velvet (XLT-1 and XLT-2) (2 London Theatre Tours)	12/23-1/1 (XLT-1) 12/26-1/1 (XLT-2)	N.Y. N.Y.	$430 $350
Guatemala Getaway (XG)	12/23-1/1	Chicago L.A. New Orleans N.Y. & D.C.	$649 $630 $525 $593
Russian Winter Festival (XRF)	12/23-1/1	N.Y.	$669
Mellow Moons and Moods (XTM) (Tenerife, Canary Islands/Madrid, Spain)	12/23-1/1	N.Y.	$370
Hawaiian Island-Hopping Holiday (XIH)	12/23-12/30	L.A./Portland/Seattle Chicago Atlanta N.Y.	$495 $589 $608 $649
Waikiki Wonderland (XWW)	12/23-12/29	L.A./Portland/Seattle Chicago Atlanta N.Y.	$345 $439 $458 $499
Christmas in the Holy Lands (XHL)	12/23-12/31	N.Y.	$669
Holiday in Mexico (XM)	12/23-12/30	Dallas L.A. Chicago Wash., D.C. N.Y.	$419 $453 $477 $533 $533
Four ski tours			
• Snow Summit (XSI) (Innsbruck, Austria)	12/23-1/1	N.Y.	$430
• Sleigh Bells (XSS) (Saltzburg, Austria)	12/23-1/1	N.Y.	$430
• Alpine Peaks (XSA) (Leysin, Switzerland)	12/23-1/1	N.Y.	$385
• Ski Spree at the Cedars of Lebanon (XSL)	12/22-1/1	N.Y.	$575

CHRISTMAS ROUND-TRIP FLIGHTS

Flights For Transportation Only (Plus $3 U.S. departure tax)

New York-Munich-New York	(LH-1)	12/23/72-1/1/73	$229
New York-London-New York	(A1-2A)	12/23/72-1/1/73	$198
New York-London-New York	(A1-2B)	12/26/72-1/1/73	$198
New York-Geneva-New York	(SR-3)	12/23/72-1/1/73	$208

To: Educational Travel Division, NEA
1201 16th Street, N.W.
Washington, DC 20036

Please send:

☐ *NEA Travel's Passport to the World, Summer 1973,* illustrated summer tour book containing day-by-day itineraries of tours all over the world. (Available in late October.)

☐ September NEA REPORTER, including complete 1972 NEA Christmas travel program.

PLEASE PRINT AND INCLUDE ZIP CODE

NAME .....

ADDRESS .....

CITY ..... STATE ..... ZIP .....

current

in television and national magazines

Television

(All times Eastern)

Kid Power—Saturdays, ABC-TV, 11:30 a.m. This animated series is concerned with the lives of neighborhood children of various ethnic backgrounds, and deals with subjects such as honesty, prejudice, teamwork, and handling new responsibilities. Recommended for viewing by NEA.

Talking with a Giant—Saturdays, NBC-TV, 12:30 p.m. This series will feature teenagers talking with prominent personalities from the world of sports, entertainment, and politics. *October 7:* "Anything You Can Do I Can Do Better," with George Plimpton. *October 28:* A minispecial about fashion starring Betsy Johnson and Willy Woo. Recommended for viewing by NEA.

Make a Wish—Sundays, ABC-TV, 11:30 a.m. This Peabody Award-winning series attempts to stimulate the curiosity of young people and challenge them to look beyond surface meanings. *October 8:* "Sea and Eye." *October 15:* "Ice and Dream." *October 22:* "Ring and Ship." *October 29:* "Stone and Green." Recommended for viewing by NEA.

The New York Philharmonic Young People's Concert—Sunday, October 1, CBS-TV, 5 p.m. Michael Tilson Thomas, the 26-year-old conductor, takes as his subject for his television appearance with the Philharmonic the "pattern of 3's" in music.

The ABC Afterschool Special—"Last of the Curlews"—Wednesdays, October 4, ABC-TV, 4:30 p.m. This animated drama deals with how man's thoughtlessness can cause the extinction of an entire species and how nature's own elements dictate the laws governing survival of the fittest. Recommended for viewing by NEA.

The Lion at World's End—Friday, October 20, NBC-TV, 8 p.m. The story of the placement of a lion born in captivity.

The American Experience—"The Fabulous Country"—Friday, October 20, 10 p.m. The first of a series of essays keyed to the observation of the American Revolution Bicentennial, this program depicts the innocence and optimism of the young nation and its growth over 200 years.

Smithsonian Adventure: 99 Days to Survival—Friday, October 20, CBS-TV, 10 p,m. Recreation of a trip down the Green and Colorado Rivers, first made by Major John Wesley Powell in 1869. Wally Shirra, his wife, and daughter make this trip.

Of Thee I Sing—Tuesday, October 24, CBS-TV, 9:30 p.m. Carroll O'Connor stars as John P. Wintergreen in the musical political satire by George S. Kaufman.

Treasure Island—Sunday, October 29, CBS-TV, 5 p.m. Animated version of the Robert Louis Stevenson classic.

Magazines

(September issues)

Parents' Magazine *(special education issue)* — "The Case Against Educational Despair," by Harold Howe II. "The Pros & Cons of Busing," by Robert Cassidy. "Career Education—The Most Exciting Trend in Schooling Today," by Sidney P. Marland, Jr.

Psychology Today—This issue has three articles devoted to what its editors consider the "IQ abuse."

(October issue)

World—"The Great Shakespeare Revolution," by Richmond Crinkley.

NEA leaders meet UN secretary-general

NEA leaders listen as United Nations Secretary-General Kurt Waldheim addresses them during a meeting at UN headquarters in New York City. The session took place September 12, when NEA Executive Committee members were acquainted with the UN and its role in education and the promotion of peace. Shown in the photo at left with Secretary-General Waldheim are (left to right) NEA Executive Committee member Wade Wilson, NEA President-Elect Helen Wise, and NEA President Catharine Barrett. A photo-story on the NEA UN meeting will appear in the December issue of Today's Education.

NEA committee endorses film

NEA's Executive Committee, acting in light of NEA Resolution 72-6, has endorsed the showing of "VD Blues," a TV special to be presented over the PBS network on October 9. The film will be the springboard for a nationwide anti-VD campaign. Dick Cavett (left), host of the show, lends his brand of wit and humor to the show's format. Immediately following the general program, local stations may air a local program of 30 minutes or longer dealing with the VD problem in the broadcast area.

Fellowship deadline set

November 15 is the deadline for receipt of applications for this year's Hilda Maehling Fellowships. The fellowships are presented annually by the Association of Classroom Teachers, NEA, in the name of the former ACT executive secretary.

To be eligible, a person must:

- Be a classroom teacher member of local, state, and national education associations;
- Have exhibited service and leadership in office or committees at each association level;
- Have developed a project to strengthen the teaching profession and/or improve education in a school system through development of professional tools and techniques, professional improvement, or advancement of professional association work and leadership;
- Have determined that the project can be accomplished with the additional help of a stipend (average $100 to $2,000).

The coupon below is designed to bring prompt information and forms for Maehling Fellowship application.

TO: Association of Classroom Teachers, NEA
Room 505
1201 Sixteenth Street, N.W.
Washington, DC 20036

Send HMF Application Forms to:

Name

Street

City State ZIP

☐ I am a member of NEA
I teach

Grade Subject

Teletypes now link affiliates around nation

High-speed teletype equipment now links NEA and all of its state affiliates and regional offices around the country.

The NEA-state association communications network utilizes Western Union's TWX teletypes (which move information at 100 words a minute) to exchange and share news of interest to teachers and associations.

The teletype communications concept for education associations was initiated as an experiment in spring 1970 between NEA and state affiliates in Michigan and Ohio. Because of growing crises in education and the need to obtain and exchange information rapidly to best represent teacher and education interests, the teletype network concept caught on and expanded to include 14 state associations in its first year and 20 associations last year.

The daily news service changed its name last month to reflect the two-way nature of the expanded teletype system. Called the NEA News Service for its first two years of operation, the name has been changed to UTP News Service.

University election in Iowa stalled

The first scheduled higher education bargaining election in Iowa was stalled late on September 14 by an eleventh-hour appeal entered by the University of Dubuque administration.

In a telegram to the National Labor Relations Board (NLRB) in Washington, D.C., the university challenged the unit determination and the status of the Iowa State Education Association (ISEA) as a labor organization.

Ron Bush, ISEA higher education director, met with university representatives September 20, at which time the parties tentatively agreed that the appeal would be withdrawn if agreement is reached on the scope of the faculty unit.

NLRB PETITION

Last spring the Dubuque University Faculty Association affiliated with ISEA-NEA and petitioned the NLRB for exclusive recognition as bargaining representative for the university's 60 faculty.

About 80 percent of Dubuque faculty are now association members, and Bush reported that the association will be ready to bargain within the next three weeks.

Pending an election, the University of Dubuque will be the first higher education institution (public or private) in the state to engage in collective bargaining.

STATUS REPORT AS OF SEPTEMBER 20

MAJOR EDUCATION BILLS BEFORE CONGRESS

Bills & Committee Assignment	House	Senate	Provisions
Department of Education HR 2356 (Government Operations) S 1485, S 3464 (Government Operations)	In committee	In committee	Creates a cabinet-level Department of Education to administer all federal education programs and to give education a top-level spokesman.
Collective Bargaining HR 9324 (Education & Labor) S 600 (Labor & Public Welfare)	Hearings completed	In committee	Requires teachers and school boards to bargain in good faith and establishes an independent agency to regulate the process.
Mobile Teachers Retirement Act HR 10216 (Education & Labor) S 2082 (Labor & Public Welfare)	Hearings suspended	In committee	Permits teachers to move across state lines without losing all retirement benefits.
Medicare for Teachers HR 1 Sec. 202 (Ways & Means) S 880 (Finance)	Passed 6/22/71	Markup in progress	Extends Medicare coverage to teachers not presently covered, through agreements between HEW and state governments.
Retirement Income Tax Credit HR 1, Sec. 532 (Ways & Means) S 316 (Finance)	Passed 6/22/71	Markup in progress	Amends the Internal Revenue Code concerning tax treatment of retired teachers and others whose income is derived from sources other than Social Security. S. 316 similar to HR 1 provisions.
Special Revenue Sharing for Education HR 7796 (Education & Labor) S 1669 (Labor & Public Welfare)	Hearings completed	In committee	Administration proposal to repeal over 30 categorical education programs and redistribute $3 billion under five broad categories: aid to the disadvantaged, impact-aid, vocational education, education for the handicapped, and special support services.
Department of Human Resources HR 6963 (Government Operations) S 1432 (Government Operations)	In committee	In committee	Administration plan to replace HEW with a Human Resources Department. Education programs would be regrouped and operated along with manpower and social service programs.
Copyright Revision S 644 (Judiciary)		In committee	Overhauls 1909 law. Sets standards for "fair use" of copyrighted materials for educational purposes.
Voter Registration HR 12016 (Post Office & Civil Service) S 2574 (Post Office & Civil Service)	Hearings in progress	Tabled	Provides for voter registration through mailed cards and extends 30-day residency provision to all federal elections.
Economic Opportunity Extension HR 12350 (Education & Labor) S 3010 (Labor & Public Welfare)	Signed by President 9/19/72 P.L. 92-424		Extends Economic Opportunity Act for two years; authorizes $4.8 billion for antipoverty programs including Head Start.
Omnibus Higher Education Act HR 7248 (Education & Labor) S 659 (Labor & Pub. Welfare)	Signed by President 6/23/72 P.L. 92-318		Expands and revises most higher education laws, creating new programs of institutional and student aid. Creates the National Institute of Education; increases federal support for career (vocational) education; funds ethnic cultural heritage studies; and provides financial aid for school desegregation.
Comprehensive Indian Education Act S 2724 (Interior and Insular Affairs)		Hearings completed	Establishes a National Board of Regents for Indian Education in the Interior Department; provides grants for improving the education of Indian children, teacher education, and for school construction on or near Indian reservations.
Equal Employment Opportunities Commission HR 1746 (Education & Labor) S 2515 (Labor & Public Welfare)	Signed by President 3/24/72 P.L. 92-261		Brings teachers under EEOC and gives agency power to bring suit against discriminating employers.
Equal Rights Amendment HJ Res. 208 (Judiciary)	Passed 10/12/71	Passed 3/8/72	Constitutional amendment giving women equal rights. Ratification required by 38 states. Ratified by 20 states.
Metric Conversion S 2483 (Commerce)		Passed 8/18/72	Provides for a national program to make the international metric system the official and standard system of measurement in the U.S. within ten years.
Equal Education Opportunity HR 13915 (Education & Labor) S 3395 (Labor & Public Welfare)	Passed 8/18/72	On calendar	Administration bill for assistance to school districts in process of desegregating.
Student Transportation Moratorium HR 13916 (Judiciary) S 3388 (Judiciary)	In committee	In committee	Halts Federal busing court orders and certain desegregation plans under Title VI of the 1964 Civil Rights Act.
U.S. Office of Education Appropriation, FY 1973 HR 16654 (Appropriations)	Reported 9/14/72		Replacement for vetoed HR 15417, providing funds for Labor/HEW programs in fiscal 1973.
School Lunch Bill HR 14896 (Education & Labor) (Agric. & Forestry)	Passed 9/13/72 On President's desk	Passed 9/13/72	Increases federal contributions to the school lunch program and expands other child nutrition expenditures.
Revenue Sharing Act of 1972 HR 14370 (Ways & Means) (Finance)	Passed 9/13/72 In conference	Passed 9/12/72	Authorizes a five-year program for sharing a proportion of federal revenues with state and local governments.
Public & Private Education Assistance Act of 1972 (Carey-Mills Bill) HR 16141 (Ways & Means)	Hearings completed		Establishes public trust fund to equalize education expenditures between districts and provides tax credits up to $200 to parents for each child in nonpublic schools.
Public & Private Education Assistance Act of 1972 (Perkins-Pucinski Bill) HR 16202 (Educ. & Labor)	In committee		Establishes public trust fund to equalize education expenditures between districts and provides funds for certain secular aspects of nonpublic schools.

NEA-PAC officers

Roger Plagenhoef (center) was elected chairman of the NEA Political Action Committee's steering committee at the NEA-PAC conference last month in St. Louis. Plagenhoef is chairman of the Michigan Education Public Affairs Council. Roberta Hickman, a member of the NEA Executive Committee, was chosen as vice-chairman; and Richard Maxwell, chairman of the Voice of Teachers in Education (Massachusetts), secretary-treasurer.

Unsatisfactory conditions reported

Below is a current listing of names of school districts or systems where a state education association has notified members of the profession and the public that unsatisfactory educational conditions exist.

Association	District or System
• California Teachers Association	Alvord Unified
• California Teachers Association	Centinela Secondary
• California Teachers Association	Jefferson Elementary (Daly City)
• California Teachers Association	Lawndale Elementary
• California Teachers Association	Los Altos Elementary
• California Teachers Association	Los Banos Unified
• California Teachers Association	Madera Unified
• California Teachers Association	Ukiah Unified
• Georgia Assn. of Educators	Ware Co. Public Schools
• Idaho Education Association	Idaho Legislature
• Illinois Education Association	Decatur Dist. No. 61
• Minnesota Education Association	Appleton Public Schools
• Ohio Education Association	Logan City School Dist.
• Ohio Education Association	South Point School Dist. (Lawrence Co.)
• Oklahoma Education Association	Claremore Junior College
• South Carolina Education Assn.	S. Carolina Public Schools
• Washington Education Association	Klickitat-Skamania CAC Inc., Head Start Program
• Washington Education Association	Mossyrock Public Schools
• Washington Education Association	Renton Public Schools
• Washington Education Association	Washington Public Schools
• Washington Education Association	White River School Dist.
• Wyoming Education Association	Riverton Public Schools

The Washington Education Association this summer lifted sanctions from the Shoreline Public Schools.

Illinois affiliate starts project in Chicago

The Illinois Education Association recently announced Project Chicago, the creation of a new teachers organization in that city's public schools. IEA Executive Secretary Curtis Plott said Project Chicago has been launched to offer the city's teachers an alternative to the educational leadership that has not succeeded in reversing deterioration in Chicago's public schools.

Al Raby, former Chicago teacher and well-known Chicago political and community action activist, is heading the project and will direct the new organization—to be called the United Teachers of Chicago—in its organizing drive this year.

According to Raby, UTC's main goal is to provide an educational conscience for the public schools. "We're going to focus attention on what isn't being done for children in this city." The primary goal of the project for this school year is 1,000 UTC members, and the secondary goal is political action since IEA believes the project could unite downstate and Chicago teachers into an education lobby that could bring badly needed funds to the schools. Project Chicago is supported by IEA and NEA.

DUSHANE FUND VICTORIES

COURT RULINGS AID EDUCATORS

Numerous educators who have challenged employment actions taken against them by school boards have won favorable court rulings. Each of the educators has been backed by the United Teaching Profession and has had the financial and legal assistance of NEA's DuShane Emergency Fund.

In Texas, Houston Bassett, a black principal displaced as principal in the Atlanta school system during desegregation was awarded $26,000 for two years' back salary and $16,000 in attorney's fees. The federal district court ordered his reinstatement to a principal's position and also ruled that the school board failed to adhere to a higher court's ruling calling for use of objective and nonracial criteria in deciding who would not be reemployed after the merger of dual school systems.

$9,000 SETTLEMENT

In California, Robert Kuder, a special education teacher who is legally blind, won $9,000 in back pay in a recent out-of-court settlement.

Attrie Henderson, an Alabama black teacher with 31 years' teaching experience in Randolph County Schools was not reemployed after one year's employment in the newly merged Roanoke City school system. The U.S. Court of Appeals for the Fifth Circuit said that she must be accorded tenure rights, back pay, and reinstatement.

A school nurse from Illinois won a $10,000 settlement of her dispute with a school system in Cook County which had eliminated her position.

DUE PROCESS RIGHTS

Pramondini Bhargave, a probationary mathematics teacher, was terminated in mid-contract by the Douglas County (Ga.) school board. A federal district court awarded back pay and attorney's fees and ruled that the school board violated her procedural due process rights when it met and determined to discharge her prior to a hearing.

Dewey McKee, a nonrenewed assistant principal in Wayne County (Miss.), won reinstatement to his position in a temporary restraining order issued by a federal judge. McKee, who is white, was an unsuccessful candidate for state senator in his district in 1971. His campaign was unpopular because he criticized graft and waste in education and county government. His federal court suit alleged that he was not reemployed "in reprisal for his political activity and his exercise of free speech."

SOUTH CAROLINA CASE

The NEA DuShane Fund joined with the South Carolina Education Association last month in support of an Abbeyville, South Carolina, black educator who was demoted and then fired in the wake of desegregation.

Cornell Reynolds, who has had 27 years' experience in education, alleges that the treatment he received is part of a pattern of "demoting, transferring, and moving blacks out of the district's schools."

Members may now lease 1973 model autos

NEA members may now lease a 1973 auto through the NEA-Borg-Warner Leasing program.

The NEA-Borg-Warner program works like this:

1. An NEA member chooses any type of vehicle with equipment tailored to his needs.
2. He decides on a 24-month or 36-month lease, both with a purchase option at the end of the term.
3. He provides security deposit of $150 (on most models).
4. He picks up the car at a dealer near his home.

Because the monthly rental rate for NEA-Borg-Warner leased cars is based on the cost of the vehicle, and because Borg-Warner purchases at discount, the member can realize substantial savings.

D.A. Isert, Borg-Warner Leasing's program director, said that members' applications can be processed within a week. He noted too, that cars located in dealers' stock can be delivered immediately upon approval of the application. Cars that are ordered from the factory usually take at least five to six weeks for delivery, Isert said.

To receive a lease quotation and further details, complete the coupon at left and mail it directly to the nearest of the seven Borg-Warner Leasing offices, listed below.

Request for Auto Leasing Information

TO: Nearest Borg-Warner Leasing Office

FROM:

Name .....

Street .....

City ..... State ..... Zip .....

Please send me information on the car I have selected.

Car desired

Make ..... Model .....

Body Type .....

Preferred Color:

Exterior ..... Interior .....

Options:

Engine: (six)..... (eight).....

Automatic Transmission..... Power Steering.....

Power Brakes..... Radio: AM..... FM..... Stereo.....

Air Conditioning..... Tinted Glass.....

WW Tires..... Wheel Covers.....

Vinyl Interior..... Vinyl Roof.....

Floor Carpeting..... Floor Mats.....

Additional Options:

.....

24 months..... 36 months .....

mail to nearest NEA-Borg-Warner office

Auto leasing offices that serve NEA members

West Coast area:
1507 N. Tustin Avenue
Santa Ana, CA 92711
(714) 558-0363

Mid-Central area:
4001 W. Devon
Chicago, IL 60646
(312) 282-6200

North-Central area:
17350 W. Ten Mile Road
Southfield, MI 48075
(313) 557-5802

Mid-Atlantic area:
725 Providence Road
Charlotte, NC 28201
(704) 372-9573

Central area:
8050 Watson Road
Suite 236
St. Louis, MO 63119
(314) 849-1131

Northeastern area:
1651 Old Meadow Road
P.O. Box 478
McLean, VA 22101
(703) 893-1431

Southwestern area:
932 Twin Towers South
8585 N. Stemmons Freeway
Dallas, TX 75247
(214) 634-2410

SPECIAL SERVICES OFFERS DISCOUNT HOLIDAY GIFTS

To help meet Christmas shopping as well as personal needs, NEA's Special Services Division announces three *special offers* it has arranged with two of America's top-rated manufacturing concerns, Olivetti Corporation of America and Eastman Kodak.

Selected for special value offers to NEA members are (1) Olivetti's portable Lettera 36 electric typewriter (list price $149.50, available to NEA members for $109); (2) Olivetti's top-of-the-line personal electric typewriter Praxis 48 (list price $295, available to NEA members for $199); and (3) A Kodak Instamatic movie outfit which includes an electric eye camera and all the equipment needed to make and show super 8 motion pictures (list price for all items $134, available to NEA members for $94).

NEA Special Services Director Arnold W. Wolpert, commenting on this special offer to NEA members, said that the products were current models of standard items offered by major American corporations. The typewriters and movie camera outfit were carefully selected for quality, value, and appropriateness. These are not close-out or stripped items, he emphasized; they are current "best value" items in the Olivetti and Eastman Kodak lines of products. The prices include shipping charges. They will be shipped directly to the member from the company or its shipping representative.

The products are fully guaranteed by the manufacturers. When service is needed it can be obtained through any authorized service outlet of the manufacturer.

On behalf of NEA Special Services, Wolpert expressed interest in learning what members thought about offers such as this and what other products might be of interest to members.

Specifications and features of the Olivetti Electric Typewriters are as follows:

- Unique memory feature—prevents common typing mistakes such as flying caps, shading or ghosting, crowding or piling, and improper spacing between words
- Electric carriage return for easier and faster operation
- Half-space key to correct errors
- Lateral paper guide
- Margin sets
- Electric tabulation to provide faster operation
- Three-position ribbon selector
- Electric back-space key
- Impression control dial
- Personal touch control dial
- Title centering scales
- Repeat typing keys
- Memory line finder
- Card holders
- Choice of type—elite or pica (pica is the larger).

The two models are: **Lettera 36,** a portable with carrying case; retails at $149.50; NEA members can purchase it at $109.

Praxis 48, retailing at $295 and available to NEA members for only $199. (Dust cover included). Both typewriters carry a 90-day warranty including all parts and labor.

In addition to the typewriters, a Kodak Instamatic movie outfit, a special package for NEA members valued at approximately $134, can be ordered by NEA members for $94. It includes these items:

NEA Assistant Executive Secretary for Administration Thomas J. McLernon (right) and Special Services Director Arnold W. Wolpert examine the Olivetti typewriters (Lettera 36 and Praxis 48) and the Kodak Instamatic Movie Outfit offered to NEA members at a special price. Orders placed now will be received in ample time for holiday gift giving.

1. Kodak Instamatic M24 Movie Camera featuring:

- An automatic electric eye—no settings
- A signal in the view finder which tells when to snap on a movie light
- A built-in foldaway pistol grip for steadier movies
- An end-of-film signal to help avoid no lost scenes.

2. Kodak Instamatic M50 Movie Projector which:

- Threads automatically onto the take-up reel
- Has a sprocketless projection to help reduce film wear
- Contains a single knob controls forward projection, rapid rewind
- Has a 200-ft. reel capacity.

3. A pouch carrying case for the movie camera, a movie album which holds 12 fifty-foot reels, a roll of Kodachrome II Super 8 movie film, and two double A batteries.

For convenience in purchasing, an order blank appears below.

Receipt of purchases in time for Christmas can be assured only on orders received by November 21, 1972.

Note: the NEA special prices are available only through mail-order purchase through NEA Special Services. Local stores or dealers do not honor this coupon. These offers are valid only through January 15, 1973. Acceptance of orders received after that date cannot be guaranteed. Prices to NEA members *include* shipping charges to any address within the U.S.

Although manufacturers have reserved for NEA members a reasonable quantity of items, sales are limited to the quantity available. Every effort will be made to fill the orders that are received, but shipment cannot be guaranteed after the reserved supply is exhausted. Therefore, members who are interested in purchasing these items should place their orders as soon as possible. Should the supply be depleted orders will have to be declined and funds returned.

Special life insurance open enrollment

All NEA members under age 60 who are not already participating may now enroll in Plan A of the NEA Life Insurance Program for an initial cost of $1 for those under age 30, $2 for those under age 60. A special announcement about the enrollment was recently mailed to all members not currently enrolled in the program.

Members who did not receive the packet of information or who want an application may write to: NEA Special Services Division, Room 915, 1156 Fifteenth St., N.W., Washington, DC 20005. To enroll, NEA members need answer only three health questions. There are no medical examinations nor lengthy questionnaires to complete.

This special enrollment opportunity is offered only until **November 17, 1972.** After that time the regular enrollment requirements apply.

25 PERCENT OFF

New catalog lists 296 discount books

The NEA Special Services Division has just published a *Discount Book Catalog* offering 296 books from nine prestigious publishers at a discount of 25 percent. Many of the books are ideal for holiday gift-giving.

Some of the titles include: Boxed set of eight Laura Wilder paperback books containing—These Happy Golden Years, On the Banks of Plum Creek, Long Winter, Little Town on the Prairie, Little House on the Prairie, Little House in the Big Woods, Farmer Boy and By the Shores of Silver Lake;

Schools Without Failure; Charlotte's Web; The Trumpet of the Swan; Reality Therapy; On the Way Home; Civilisation; Mandy; Streamlined Sewing for Fun; The New Gourmet in the Low Calorie Kitchen Cookbook; Roget's Thesaurus of English Words and Phrases; Deschooling Society; Speak Your Way to Success; and I'm O.K.—You're O.K.: A Practical Guide to Transactional Analysis.

Early requests for the catalog will make possible holiday gift purchases. Contact: NEA Book Purchase, Room 915, 1156 Fifteenth St., N.W., Washington, DC 20005 for a copy.

NEA Members Order Form

R1072

Ship To:

Name .....

Address ..... Apt. No. .....

City ..... State ..... Zip .....

Please Send Me:

QUANTITY	ITEM	UNIT PRICE	TOTAL PRICE
.....	Olivetti Lettera 36 with case TYPE (Pica or Elite)	$109.00	.....
.....	Olivetti Praxis 48 TYPE (Pica or Elite)	$199.00	.....
.....	Kodak Instamatic Movie Outfit	$ 94.00	.....

NEA member Yes ☐ No ☐ Tax (D.C. residents add 4% sales tax) $.....

Total amount of check enclosed $.....

Mail this form to:
NEA Special Services Division—Room 915
1156 Fifteenth St., N.W.
Washington, DC 20005

Make check payable to:
"NEA Special Services Division"

nea reporter

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SPECIAL ISSUE

CON CON

BOARD URGES 'NO' VOTE

CON CON BALLOTS ON THEIR WAY

NEA members throughout the nation will vote in November for or against a proposed new constitution and bylaws for the Association. The balloting will be one of the largest elections of its type.

All active, life, and retired NEA members as of May 31, 1972, are eligible to vote. Ballots (see sample below) will be mailed to eligible members on November 1. The mailing, tabulating, and checking of ballots is being handled by an independent auditing firm, Price Waterhouse & Co.

Results of the balloting are expected sometime in January.

If approved, the official effective date of the new documents is September 1, 1973. Specific provisions, however, will become operative in accordance with a detailed Transition Schedule. That schedule appears on pages 11 and 12 of this issue.

To win passage, the proposals must receive a "yes" vote from a majority of members voting overall and be approved by a majority of NEA members within each of 27 of the 53 NEA state affiliates (and these 27 affiliates must contain one more than half of the total eligible membership).

NEA BOARD ACTION

NEA's Board of Directors declared its opposition to the Con Con document in a 57 to 42 vote (with three abstentions) during its October 7-8 meeting. The majority opinion urged defeat of the proposed constitution by a "no" vote of the membership. Twenty-four directors filed a minority report supporting the action of the NEA Executive Committee by urging a "yes" vote.

In separate action, the Board affirmed "that the Representative Assembly shall be the final authority in all matters not specified in the Bylaws and that the Representative Assembly is the legislative and policy forming body of the Association."

A division of opinion exists between some NEA officers regarding the responsibility of the governing bodies on this issue. The action of the Representative Assembly, in adopting the Con Con proposal, was unprecedented. Final determination was delegated to the membership.

A majority of the directors, not looking on the Assembly's action as a mandate, reacted to Executive Committee endorsement by moving that: "The Board of Directors of the National Education Association, the corporate body of the National Education Association, states its strong opposition to the Con Con proposal and urges its defeat by a 'no' vote of the membership." A move for reconsideration was defeated.

A minority report rejecting the Board position was filed by 24 directors who "support the action of the Executive Committee and endorse a 'yes' vote on Con Con."

The NEA Executive Committee, interpreting "the overwhelmingly affirmative" vote of the Representative Assembly (4,154-2,175) as a mandate, voted in August (eight for, one absence, one abstention), reaffirming in September (eight for, one against, one abstention) "to support the proposed Constitution and Bylaws," and strongly urged "the membership to support the proposal with a 'yes' vote."

The Board meeting, originally scheduled for October 20-22, was called early by President Catharine Barrett at the request of directors who expressed concern that the Board have the opportunity to debate and act on Con Con. This special edition of the NEA REPORTER was delayed, and other media were scheduled to provide Board action with apropriate publicity.

In separate actions, the Board affirmed (71 to 26 with five abstentions) "that it has and does assert its jurisdiction and full authority over any and all actions of the Executive Committee, except those actions specifically reserved to the Executive Committee in the Bylaws." The Board further stated it "shall reserve to itself the power, right and duty to modify, change, or alter any such actions of the NEA Executive Committee in the exercise of this jurisdiction between the annual meetings of the NEA Representative Assembly."

The Executive Committee was directed (by a 60 to 42 vote with two abstentions) "not to take any action or expend, or cause or permit to be expended, any funds of the NEA which in any manner intentionally or knowingly alter or impede actions or resolutions of the Board of Directors."

A Special Board Subcommittee for Observation and Reporting of substantive interim actions by the Executive Committee has been established. The committee has the power to recommend calling of a meeting of the full Board. Elected to this committee were Jewell D. Harris (Texas, director

(See BALLOTS, page 12)

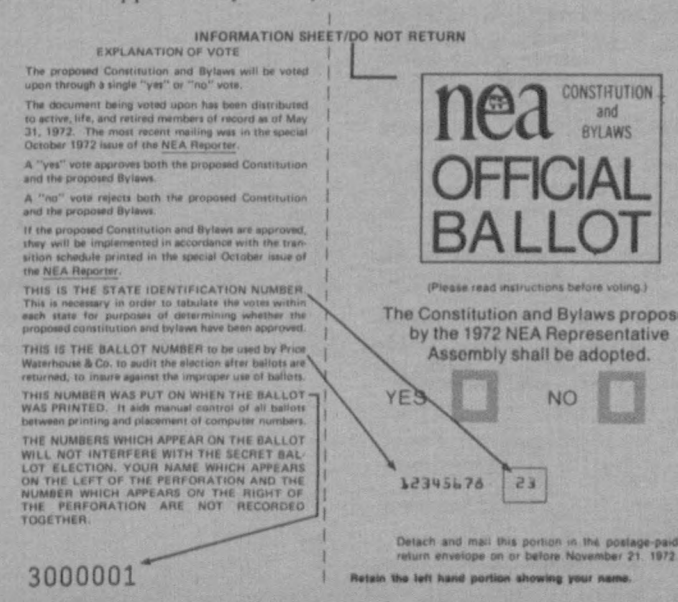
Inside this special issue

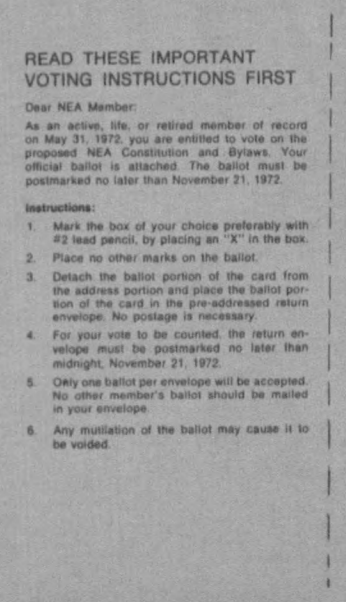
Pages 2 through 5 of this issue of the REPORTER describe the major changes proposed by the NEA Constitutional Convention, adopted by the NEA Representative Assembly, and now before the membership.

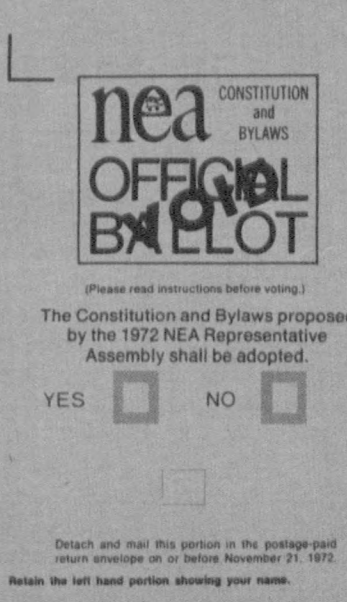
Pages 6 and 7 are the entire text of the proposed new constitution.

Pages 8, 9, and 10 present the entire text of the proposed new bylaws.

The schedule for ratification is on pages 10 and 11; the schedule of transition appears on pages 11 and 12.


INFORMATION SHEET/DO NOT RETURN
EXPLANATION OF VOTE
The proposed Constitution and Bylaws will be voted upon through a single "yes" or "no" vote.
The document being voted upon has been distributed to active, life, and retired members of record as of May 31, 1972. The most recent mailing was in the special October 1972 issue of the NEA Reporter.
A "yes" vote approves both the proposed Constitution and the proposed Bylaws.
A "no" vote rejects both the proposed Constitution and the proposed Bylaws.
If the proposed Constitution and Bylaws are approved, they will be implemented in accordance with the transition schedule printed in the special October issue of the NEA Reporter.
THIS IS THE STATE IDENTIFICATION NUMBER. This is necessary in order to tabulate the votes within each state for purposes of determining whether the proposed constitution and bylaws have been approved.
THIS IS THE BALLOT NUMBER to be used by Price Waterhouse & Co. to audit the election after ballots are returned, to insure against the improper use of ballots.
THIS NUMBER WAS PUT ON WHEN THE BALLOT WAS PRINTED. It aids manual control of all ballots between printing and placement of computer numbers.
THE NUMBERS WHICH APPEAR ON THE BALLOT WILL NOT INTERFERE WITH THE SECRET BALLOT ELECTION. YOUR NAME WHICH APPEARS ON THE LEFT OF THE PERFORATION AND THE NUMBER WHICH APPEARS ON THE RIGHT OF THE PERFORATION ARE NOT RECORDED TOGETHER.
3000001
nea CONSTITUTION and BYLAWS
OFFICIAL BALLOT
(Please read instructions before voting.)
The Constitution and Bylaws proposed by the 1972 NEA Representative Assembly shall be adopted.
YES
NO
12345678
23
Detach and mail this portion in the postage-paid return envelope on or before November 21, 1972.
Retain the left hand portion showing your name.


READ THESE IMPORTANT VOTING INSTRUCTIONS FIRST
Dear NEA Member:
As an active, life, or retired member of record on May 31, 1972, you are entitled to vote on the proposed NEA Constitution and Bylaws. Your official ballot is attached. The ballot must be postmarked no later than November 21, 1972.
Instructions:
1. Mark the box of your choice preferably with #2 lead pencil, by placing an "X" in the box.
2. Place no other marks on the ballot.
3. Detach the ballot portion of the card from the address portion and place the ballot portion of the card in the pre-addressed return envelope. No postage is necessary.
4. For your vote to be counted, the return envelope must be postmarked no later than midnight, November 21, 1972.
5. Only one ballot per envelope will be accepted. No other member's ballot should be mailed in your envelope.
6. Any mutilation of the ballot may cause it to be voided.


nea CONSTITUTION and BYLAWS
OFFICIAL BALLOT
(Please read instructions before voting.)
The Constitution and Bylaws proposed by the 1972 NEA Representative Assembly shall be adopted.
YES
NO
Detach and mail this portion in the postage-paid return envelope on or before November 21, 1972.
Retain the left hand portion showing your name.

This is what your ballot will look like

Con Con ballots, in the mail November 1, will include the words "NEA Constitution and Bylaws Official Ballot," designed as shown here. Each ballot will arrive in an envelope that also has these words on it. With each ballot will be an information sheet (far left). Voting instructions are on the left half of the ballot sheet (near left). (Actual ballots will have code numbers on them, omitted on the sample ballot here). A postage-paid return envelope, addressed to the independent agency handling the balloting, will also be included.

Con Con proposals make these changes

What specific changes is Con Con proposing? Let's look at a comparison of present structure and policies with the Con Con proposals, point by point.

NEA is presently governed by its charter, bylaws, and standing rules. It has no constitution.

Under the Con Con proposals, NEA would be governed by the same charter, by a new Constitution, by new revised bylaws, and by revised standing rules.

Article I of the Proposed Constitution is headed, "Name, Goals, Objectives, and Authorities for Governance." At present, NEA goals are adopted by the Representative Assembly, and objectives by the Board of Directors. Neither appears in any governing documents.

Under the proposed document, goals would be stated in the Preamble to the Constitution, and objectives would be stated in the bylaws.

Article II of the Proposed Constitution concerns "Membership." There are presently nine classes of membership—active, life, reserve, associate, educational secretary, auxiliary personnel, retired, student, and survivor.

Con Con proposes seven classes of membership: life, reserve, and auxiliary personnel would be eliminated, although present life members, with some exceptions for staff, would retain their life membership privileges. Two new classes would be paraprofessional to replace auxiliary, and staff.

The dues for active members are $25 a year. Active membership dues proposed by Con Con would be the same—$25 a year. Associate members now pay full dues. As proposed, associate members would pay half dues.

Educational secretaries presently pay $10 a year dues. Under the proposed document, they would also pay half dues.

The present term "auxiliary personnel" designates individuals not otherwise identified in the bylaws who work in school systems and assist professional personnel, either directly or indirectly. They presently pay $10 a year dues. Paraprofessionals, under the proposed document, would only be those working *directly* with educators. Their dues would be half of the regular dues.

At present, five years of membership are required for a person to have "retired membership" status. Retired members pay $2 a year dues and have all the rights of active members.

As proposed, a retired member would have to have a total of 15 years membership or at least 10 years of membership immediately preceding retirement. Dues would be $5 a year. Retired members would receive delegate

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nea reporter

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EDPRESS

Changes proposed...

(Continued from preceding page)

allocation for the Representative Assembly, but could not hold office.

Student membership is presently available through Student NEA chapters. The dues are $2 a year. As proposed, students would have direct membership, with a delegate allocation for the Representative Assembly. Their dues would be one-fifth the regular dues. Student NEA would retain the right to assess members beyond that amount.

At present, local, state, and national staff are eligible for active membership and enjoy all the privileges that go with it, although tradition limits the privileges of national staff. As proposed, staff members would be eligible for staff membership, at one-half regular dues, but their privileges would be restricted. They would not be able to hold elected or appointed positions at any level.

At present, NEA active membership is determined by the Representative Assembly. Under the proposed document, NEA active membership would be determined according to educational positions by local and/or state association. Educational positions eligible for membership would be determined at the local level by secret ballot. If membership by educational position is denied at the local level, it could be provided by vote of the state delegate assembly.

No individual is presently barred from membership because of the position he holds in education.

As proposed, any individual negotiating for a school board or representing the governing board of an institution of higher education would be denied membership.

In regard to transmittal of dues, the present bylaw requirements (setting time schedules for transmittal) and the policies directed by the Representative Assembly and carried out by the Executive Committee are similar to those proposed by Con Con. The proposed bylaws provide for contracts between NEA and state affiliates and set time requirements for dues transmittal from state and local affiliates, with penalties for delinquency.

Article III of the Proposed Constitution is headed "Representative Assembly." The present governing bodies of the NEA are the Representative Assembly, the Board of Directors, which has approximately 100 members, and the Executive Committee, with 10 members.

Under the proposed document, there would be two governing bodies instead of three—a Representative Assembly and a Board of Directors of 30 members.

The procedure for selecting delegates to the R.A. is now determined separately by each affiliate. The proposed document requires election by secret ballot and by the one-man, one-vote principle. Ethnic-minority and classroom-teacher guarantees must be met, however.

At present, there is no provision for proportional representation of delegates to the Repesentative Assembly.

As proposed, state and local affiliates that are all-inclusive would have to have proportional representation according to educational position. If 80 percent of an affiliate's members were classroom teachers, for example, 80 percent of its delegates to the Representative Assembly would have to be classroom teachers.

At present, every affiliated local is entitled to one local delegate and one alternate for every 100 members, or major fraction thereof. There is no provision for smaller locals to join together. Con Con proposes that the ratio be changed to one delegate for every 150 members, or major fraction thereof. And local affiliates within the same state would be able to join together to form membership units of 150 or more, for the purpose of representation.

Each state affiliate presently receives one delegate for every 100 members, up to 500, with a minimum of five. Thereafter, it receives one delegate for every additional 500 members, or major fraction thereof. As proposed, state affiliates would have one delegate for every 1,500 active NEA members, with a minimum of five.

There are presently no provision for allocating delegate credentials to the following membership categories—SNEA, retired, or school nurse members. Delegate allocations under the proposed document would be one to 750 for SNEA members on a national basis; one to 1,000 for retired members within the same state; and one to 150 for school nurses, nationally, who may have been denied active membership in state or local affiliates.

At present, there are no provisions with respect to ethnic-minority representation in the Representative Assembly. As proposed, the total delegation from each state, both state and local, would have to reflect an ethnic-minority allocation at least equal to the proportion of identified ethnic minority populations within the state—including blacks, Mexican Americans or Chicanos, Spanish-speaking groups, Orientals, and Indians. If a state or local affiliate should fail to comply, the Assembly could refuse to seat its delegation.

Presently, the term of office for delegates to the Representative Assembly is one year. There are no restrictions on the number of terms a delegate may serve. Con Con proposes that delegates be elected for terms of not more than three years, again with no restrictions on the number of terms an individual may serve.

At present, following recommendation by the Board of Directors, the Representative Assembly establishes and discontinues standing committees, joint committees, commissions, and councils. It also establishes task forces. There is a requirement for 75 percent classroom-teacher membership on all these bodies.

As proposed, all appointive bodies of the Association, except the Judicial Board, would be designated by the term "committee." All committees would have at least 75 percent classroom-teacher representation *and* 20 percent ethnic-minority representation. Standing committees would be established and discontinued by the Representative Assembly, as is presently the case.

Article IV—"Executive Officers." There are, at present, five executive officers—the president; the vice president, who is also president-elect; the immediate past president; the treasurer; and the executive secretary.

Con Con Proposes that there be three executive officers—president, vice president, and secretary-treasurer.

The president and vice president are now elected for terms of one year, while the treasurer is elected for a three-year term. The bylaws say nothing about re-election.

As proposed, the president, vice president, and secretary-treasurer—all three officers—would be elected to two-year terms, and none could serve more than three terms, or six years, in the same office.

The president and vice president now serve full-time, by action of the Representative Assembly. Con Con proposes that all three executive officers serve full-time, at salaries established by the Board of Directors.

At present, there are no ethnic-minority guarantees for executive officers. Under the proposed document, if an ethnic-minority president is not elected within 11 years, nominations would be restricted to ethnic-minority members at the next Representative Assembly.

The present bylaws enumerate a variety of duties for the president. In addition to present duties, Con Con proposes that the president be responsible for preparing, with the assistance of the secretary-treasurer, executive director, and Program and Budget Committee, a program-budget for submission to the policy-making bodies; that the president be responsible for administering, through the executive director, the budget of the president's office and of the governing bodies; and that the president be responsible for delegating duties to the officers and, through the executive director, to the staff of the Association.

At present, the vice president/president-elect serves as a *member* of the Committee on Program and Budget. Con Con proposes that the vice president serve as *chairman* of the Committee on Program and Budget, and he would not be designated as president-elect.

The present treasurer is limited to fiscal responsibilities. As proposed, the secretary-treasurer would retain his financial responsibilities, and in addition, would have the responsibility for preparing records of all meetings and distributing minutes of those meetings.

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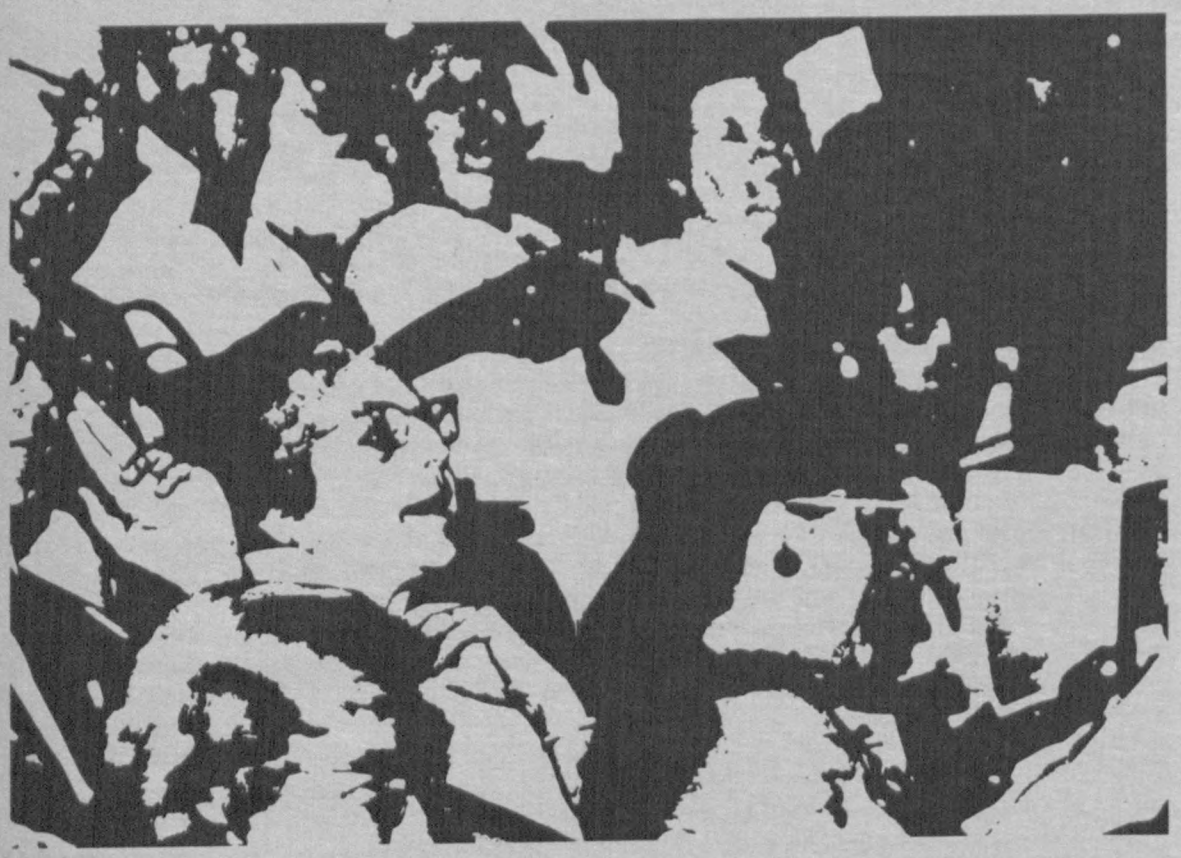

Changes proposed...

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Article V—"Board of Directors." The Board now numbers approximately 100. It consists of one elected representative from each state affiliate. An additional director is provided for each 20,000 NEA members within a state.

Con Con proposes that there be 30 Board members, three of whom would be the executive officers. The Board of Directors would assume the responsibilities of the present Board and Executive Committee, and all Board members would be elected by the Representative Assembly. Three elementary or secondary classroom teachers would be elected from each of five regions, to be established by the Assembly. The remaining 12 Board members would be elected at large by the Assembly.

At present, there are no requirements for types of educational positions represented on the Board, and there are no ethnic-minority guarantees. As proposed, elementary and secondary classroom teachers, classroom teachers in higher education, and administrators would all be represented on the Board in proportion to their membership in the Association. And ethnic-minority members would make up at least 20 percent of the Board.

Members of the Board are currently elected to three-year terms, and they may not serve more than three consecutive elected terms. Con Con proposes that their terms remain three years, but that directors be limited to two consecutive terms.

Subject to the authority of the Representative Assembly, the Board of Directors has charge of the general policies and interests of the Association, except for those specifically entrusted to the Executive Committee. As proposed, the Board of Directors would perform functions now performed by both the Board and the Executive Committee. In addition, it would establish a judicial affairs subcommittee, which would hold hearings on any questions of censure, suspension, or expulsion of a member, or concerning the disaffiliation of an association. The Board of Directors would also be responsible for implementation of the Association budget adopted by the Representative Assembly.

Article VI—"Judicial Board." At present, the judicial powers of the Association are carried out by the Board of Directors and the Executive Committee.

Con Con proposes that the judicial powers be vested in one Judicial Board and such subordinate judicial bodies as the Representative Assembly may establish in the bylaws.

The Judicial Board would be composed of nine members, at least two of whom would be from ethnic-minority groups. The members would be appointed for staggered five-year terms by the president, with the advice and consent of the Board of Directors.

The new Judicial Board's jurisdiction would extend to cases arising under the Charter, Constitution, Bylaws, Standing Rules, Code of Ethics, and other written policies of the Association.

The Judicial Board would have original jurisdiction in cases to which the Association is party and appellate jurisdiction in cases appealed from decisions of subordinate judicial bodies or of NEA affiliates. The Board would have the power to censure, suspend, or expel any member or to disaffiliate any state or local association for cause. It would also have the power to reinstate them.

The Judicial Board would name its own staff, establish its rules of procedure, and guarantee due process in all of its proceedings.

Article VII—"Affiliates and Special Interest Groups." There are currently two classes of affiliates—local affiliates and state affiliates. Departments, national affiliates, and associated organizations are in a separate category altogether.

As proposed, the two classes of affiliates would be *governance* and *nongovernance*. The governance class would comprise local and state affiliates exclusively. The nongovernance class would comprise all other affiliates—both professional and nonprofessional organizations.

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Changes proposed...

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Presently, any local professional education association within a city, county, or other local school administrative unit is eligible for affiliation. Requirements for affiliation are set by the Assembly and include nonsegregation and non-overlapping membership.

As proposed, the local affiliate is designated as the basic unit of self-governance within the NEA. It could be organized as any compatible group meeting the minimum standards of affiliation. Minimum standards would include the one-man, one-vote requirement; guaranteed proportionate ethnic-minority representation; proportionate representation between classroom teachers and administrator members, for all-inclusive organizations; elections with open nomination and secret ballot; unified membership; recognition of the preeminence of the Code of Ethics; and review by the Association at least once every five years to determine *compliance* with minimum standards for affiliation.

At present, the state education association or associations in any state, commonwealth, Overseas Education Association, or the District of Columbia are eligible for affiliation. Beginning in 1972-73, all state affiliates must adopt the policy of unified professional membership or a plan for implementing such a policy, or face expulsion. Other requirements are identical to those set for local affiliates.

As proposed, a state affiliate would be the association within each state or commonwealth and the associations representing the District of Columbia, Puerto Rico, the Overseas Education Association, the National Council of Bureau of Indian Affairs Educators, and such other comparable associations that meet the minimum standards of affiliation, which would be identical to those proposed for local affiliates.

The departments, national affiliates, and associated organizations now affiliated with the Association have various provisions regarding constitution, membership, finances, dues, headquarters, reports, governance, discontinuation—all set forth in the NEA bylaws. In terms of membership and program, departments are closest to the Association, associated organizations the farthest removed.

As proposed by Con Con, *professional* organizations would have to comprise at least 75 percent NEA membership with a common occupation or subject-matter assignment. Each would have to meet the minimum standards for nongovernance affiliation. *Nonprofessional* organizations would be auxiliary or service organizations also having to comprise at least 75 percent NEA members with a common interest or occupation. And each such organization would have to meet the minimum standards for nongovernance affiliation.

Standards for both professional and nonprofessional nongovernance affiliates would include common interest with the NEA, a self-governing organization with compatible governance documents, at least 75 percent association membership, at least 100 members, recognition of the preeminence of the Code of Ethics, non-duplication of NEA services, and the same membership and fiscal year as that of the NEA.

The Association presently makes no provision in its governing documents for special-interest groups. Under the new document, any organized group of Association members having a common interest or purpose could be recognized as a special-interest group, provided the group were not eligible for any other class of affiliation. It would have to be recognized by a majority vote of the Board of Directors, and the Board would negotiate the terms and conditions of the relationship between the NEA and the special-interest group.

Article VIII—"Amendment of Constitution and Bylaws." At present, the bylaws may be amended at a meeting of the Representative Assembly by a two-thirds vote, if the proposed change has been presented in writing and read by title at the preceding annual session, and if the text of the proposed change has been printed in the NEA Proceedings and in an NEA publication sent to the membership at least 60 days in advance of that session. With unanimous consent, a vote may be taken without advance notice.

Con Con proposes that the new Constitution could be amended by the same process now used for amending the present bylaws. The new bylaws could be amended by majority vote, given 120 days notice. However, in order to assure that the substantive provisions approved by the NEA membership are implemented for a reasonable "trial period," the schedule of transition provides that the new NEA Constitution and bylaws may not be amended prior to the 1975 Representative Assembly. Amendments to the Constitution may be introduced at the 1974 Representative Assembly; amendments to the bylaws shall be submitted no later than 120 days prior to the 1975 Assembly.

Article IX—"Executive Director and Staff." The executive secretary is presently elected by the Executive Committee, for a term of not more than four years. The executive director's term is not specified in either the proposed Constitution or the bylaws. He would be selected by and responsible to the Board of Directors.

Staff members are now eligible for active membership in the NEA and may hold elective or appointive positions at any level, although tradition at the national level does not permit staff members to exercise this privilege. Con Con is proposing that local, state, and national staff members be eligible only for staff membership and that they not be allowed to hold elective or appointive positions at any level.

Also, as vacancies arise, NEA would have to employ at all levels of service at least the same ratio of any ethnic minority as exists in the total population of the United States. And the Association would recognize the right of its employees to organize for the purpose of collective bargaining.

Article X—"General Finance." The NEA now maintains a Permanent Fund. Con Con proposes that the Association maintain a Capital Improvement Fund identical to the present Permanent Fund.

The annual budget of the Association is presently prepared under the direction of the Committee on Program and Budget. Under the proposed document, the annual budget would be prepared by the president, with the assistance of the secretary-treasurer, the executive director, and the committee on Program and Budget.

Presently, there are no explicit deadlines in the bylaws concerning preparation of the annual budget, except that it must be presented to the Executive Committee and Board of Directors prior to the Representative Assembly. Assembly action mandates distribution of the proposed budget to state and local leaders prior to May 15th.

As proposed by Con Con, the Program-Budget would have to be recommended to the Board of Directors at least 90 days prior to the annual meeting. After tentative approval, the proposed Program-Budget would be transmitted not later than 45 days prior to the annual meeting to the presidents of state and local affiliates and to others determined by the Board of Directors.

At present, there is no mention of budget implementation. After adoption by the Representative Assembly, the budget is implemented by the executive secretary and staff, subject to review by the Executive Committee and Board of Directors.

Con Con is proposing that, after adoption by the Representative Assembly, the Program-Budget be remanded to the Board of Directors for implementation.

There is no requirement for a contingency fund in the present bylaws. Under the Proposed Constitution, the Program-Budget would contain a provision for contingencies amounting to at least two percent of the Program-Budget.

At present, there is no provision for an operating reserve in the General Fund. As proposed, the General Fund would provide an operating reserve in an amount equal to at least 35 percent of the annual budget for the previous fiscal year. Appropriations from the reserve could be made only after approval by two-thirds vote of the Board of Directors, following 30 days advance notice.

These are the major changes the Proposed Constitution and bylaws would bring about.

Proposed Constitution of the National Education Association of the United States

PREAMBLE

We the members of the National Education Association of the United States, in order that the Association may serve as national spokesman for education, advance the cause of education for all individuals, promote professional excellence among educators, gain recognition of the basic importance of the teacher in the learning process, protect the rights of educators and advance their interests and welfare, secure professional autonomy, unite educators for effective citizenship, promote and protect human and civil rights, and obtain for its members the benefits of an independent, united teaching profession, do hereby adopt this Constitution.

ARTICLE I
NAME, GOALS, OBJECTIVES, AND AUTHORITIES FOR GOVERNANCE

Section 1. **Name.** The name of this organization shall be the National Education Association of the United States.

Section 2. **Goals and Objectives.** The goals of the Association shall be stated in the Preamble. The Association shall have all power necessary and proper to take action for the attainment of these goals. Nothing in this Constitution or in the Bylaws shall be construed to prevent the Association from pursuing objectives which are consistent with the stated goals of the Association.

Section 3. **Governance.** The Association shall be governed by its Charter, this Constitution, the Bylaws, the Standing Rules, and such other actions as the Representative Assembly and the Board of Directors may take consistent therewith.

ARTICLE II
MEMBERSHIP

Section 1. **Classes of Membership.** Membership in the Association shall comprise a class of active members and such other classes as may be provided in the Bylaws.

Section 2. **Membership Eligibility: Provisions and Limitations.**

a. Membership, as provided in the Bylaws, shall be open to all persons actively engaged in the profession of teaching or in other educational work or to persons interested in advancing the cause of public education who shall agree to subscribe to the goals and objectives of the Association and to abide by its Constitution and Bylaws.
b. Members engaged in teaching or in other educational work shall adhere to the *Code of Ethics of the Education Profession.*
c. An application for membership shall be subject to review as provided in the Bylaws.
d. The Association shall not deny membership to individuals on the basis of race, creed, national origin, or sex, nor shall any organization which so denies membership be affiliated with the Association.

Section 3. **Property Interest of Members.** All right, title, and interest, both legal and equitable, of a member in and to the property of the Association shall end upon the termination of his membership.

ARTICLE III
REPRESENTATIVE ASSEMBLY

Section 1. **Accountability.** The Representative Assembly, comprising members of the Association, derives its powers from and shall be responsible to the membership.

Section 2. **Allocation of Delegates.**

a. Delegate credentials shall be allocated as provided in the Bylaws.
b. The Bylaws shall define the term *ethnic-minority* and assure ethnic-minority representation in the Representative Assembly.

Section 3. **Election of Delegates.**

a. Members of the Representative Assembly shall be elected in accordance with the one-man-one-vote principle. Specific exceptions to the application of this principle may be set forth in the Bylaws.
b. Election to executive office or to the Board of Directors shall constitute election to the Representative Assembly.
c. Election of delegates to the Representative Assembly shall be by secret ballot.

Section 4. **Seating of Delegates.** The Representative Assembly shall have jurisdiction over the seating of its delegates.

Section 5. **Meetings.** The Representative Assembly shall meet at least annually. This stipulation shall apply except in cases of emergency.

Section 6. **Committees.** All appointive bodies of the Association except the Judicial Board shall be designated by the term *committee*. A Committee on Constitution, Bylaws, and Rules shall be established by the Representative Assembly. All other committees shall be established or discontinued as provided in the Bylaws. All committees shall comprise at least seventy-five (75) percent classroom teachers. There shall be a minimum of twenty (20) percent ethnic-minority representation on each committee.

Section 7. **Functions.** The Representative Assembly shall:

a. Establish Association policies and objectives;
b. Elect the President, the Vice-President, the Secretary-Treasurer, and members of the Board of Directors as provided in the Bylaws;
c. Establish dues;
d. Adopt the annual budget;
e. Approve or ratify the establishment of subsidiary corporate structures;
f. Adopt the rules and agenda governing its meetings;
g. Amend this Constitution and the Bylaws in accordance with Article VIII hereof;
h. Enact such other measures as may be necessary to achieve the goals and objectives of the Association which are not in conflict with the Charter, this Constitution, or the Bylaws; and
i. Exercise final authority in all matters of the Association.

Section 8. **Objectives.** The Representative Assembly may periodically establish specific objectives in the pursuance of the stated goals of the Association.

Section 9. **Postponement of Annual Meeting.** In the event of an emergency, the Board may postpone the Annual Meeting as provided in the Bylaws. In the event of such postponement, all officers and members of boards and committees authorized by this Constitution and by the Bylaws shall remain in office until the Representative Assembly convenes. It shall then provide for their successors.

ARTICLE IV
EXECUTIVE OFFICERS

Section 1. **Executive Officers.** The executive officers of the Association shall be the President, the Vice-President, and the Secretary-Treasurer.

Section 2. **Qualifications for Executive Officers.** All candidates for the office of President, Vice-President, and Secretary-Treasurer shall have been active members of the Association for at least five (5) years immediately preceding the election. All executive officers shall maintain active membership in the Association.

Section 3. **Elections, Terms, and Salaries.**

a. In even numbered years, the President and the Vice-President shall be nominated at and elected by the Representative Assembly at the Annual Meeting in accordance with the Bylaws and the Standing Rules.
b. In odd numbered years, the Secretary-Treasurer shall be nominated at and elected by the Representative Assembly at the Annual Meeting in accordance with the Bylaws and the Standing Rules.
c. The terms of the President, of the Vice-President, and of the Secretary-Treasurer shall be two (2) years beginning September 1 following their election. Each executive officer shall remain in office through August 31 of the year in which a successor is elected, unless otherwise provided in this Constitution. An executive officer shall serve no more than three (3) terms in the office to which elected.
d. The executive officers shall serve full time; their salaries shall be established by the Board of Directors.

Section 4. **Ethnic-Minority Guarantee.** If after eleven (11) years no member of an ethnic-minority group has served as President, nominations at the subsequent Representative Assembly shall be restricted to members of such groups.

Section 5. **Succession and Vacancies.** Vacancies occurring by reason of death, resignation, incapacity, judgment of impeachment, or other disqualification shall be filled as follows:

a. A vacancy in the office of President shall be filled by the Vice-President.
b. If during the first year of a term a vacancy in either the office of Vice-President or the office of Secretary-Treasurer occurs, such vacancy shall be filled by the Board of Directors, which shall elect a successor to serve until the next meeting of the Representative Assembly. The Representative Assembly shall then elect a successor for the remainder of the term. In the event a vacancy occurs during the second year of a term, the Board of Directors shall elect a successor for the remainder of the term.

Section 6. **Impeachment.** Executive officers of the Association may be impeached for violation of the *Code of Ethics of the Education Profession,* for misfeasance, for malfeasance, or for nonfeasance in office.

a. Impeachment proceedings against an executive officer may be initiated by written petition submitted to the Judicial Board by a majority of the Board of Directors or by at least fifteen (15) percent of the certified delegates to the Representative Assembly.
b. If, after a due process hearing, a two-thirds (⅔) vote of the Judicial Board shall sustain the charge, the office shall become vacant.

ARTICLE V
BOARD OF DIRECTORS

Section 1. **Composition.** The Board shall comprise the three (3) executive officers and twenty-seven (27) Directors who shall be officers of the Association.

a. Directors shall be elected by and responsible to the Representative Assembly.
b. The Directors shall represent elementary and secondary classroom teachers, classroom teachers in higher education, and administrators each in proportion to their membership in the Association.
c. A state shall have no more than one (1) member in any positional category. Executive Officers shall not be included in this stipulation.

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(CONSTITUTION, continued from preceding page)

d. Three (3) elementary and secondary classroom teachers shall be elected from and by each of the five (5) regions established by the Representative Assembly, the remainder to be elected at large.
e. Members from ethnic minorities shall comprise at least twenty (20) percent of the Board.

Section 2. **Terms and Qualifications.**
a. Terms of the Directors shall be three (3) years beginning September 1 following the election.
b. Candidates for the office of Director shall have been active members for at least the three (3) years immediately preceding election.

Section 3. **Functions.**
a. The Board shall act for the Association and make all corporate policy decisions between meetings; it shall propose the annual Program-Budget and shall be responsible for the fiscal management of the Association.
b. The Board of Directors shall establish a Judicial Affairs Subcommittee which shall hold hearings in any questions of censure, suspension, or expulsion of a member, or of disaffiliation of an association. Upon determination that the evidence justifies further action, the Judicial Affairs Subcommittee may formulate specific charges and refer cases to the Judicial Board for final decision. The Judicial Affairs Subcommittee shall fulfill other responsibilities stipulated in Article VI of this Constitution.
c. The Board shall direct that adequate bonds be required of the Executive Director, of the Secretary-Treasurer, and of such other individuals as it shall determine.
d. The Board shall select the Executive Director and determine the terms of his contract as provided in the Bylaws.
e. The Board shall be responsible for the conduct of negotiations with all staff.

ARTICLE VI
JUDICIAL BOARD

Section 1. **Judicial Board.** The judicial powers of the Association shall be vested in one Judicial Board and such subordinate judicial bodies as the Representative Assembly may establish in the Bylaws.

Section 2. **Judicial Power.** The jurisdiction of the Judicial Board shall extend to cases arising under the Charter, this Constitution, the Bylaws, the Standing Rules, the *Code of Ethics of the Education Profession,* and the written policies of the Association.
a. The Judicial Board shall have original jurisdiction in cases to which the Association is party.
b. The Judicial Board shall have appellate jurisdiction in judicial cases appealed from decisions rendered by subordinate judicial bodies or by state or local affiliates.
c. The Judicial Board shall have the following powers:
(1) To censure, to suspend, or to expel any member or to disaffiliate any state or local association for cause;
(2) To vacate censure; and
(3) To reinstate a suspended or expelled member or a disaffiliated association.

Section 3. **Judicial Appointment.** The Judicial Board shall be appointed by the President with the advice and consent of the Board of Directors.

Section 4. **Judicial Board Prerogatives.** The Judicial Board shall name its staff, establish its rules of procedure, and guarantee due process in all its proceedings.

Section 5. **Special Cases.** The Judicial Board shall sit as a whole in the following cases:
a. Impeachment of any officer;
b. Charges against the Representative Assembly and the Board of Directors; and
c. Disaffiliation proceedings against state or local affiliates.

Section 6. **Impeachment.**
a. Members of the Judicial Board may be impeached for violation of the *Code of Ethics of the Education Profession,* for malfeasance, for misfeasance, and for nonfeasance in office.
b. The process for impeachment of Judicial Board members shall be as follows:
(1) Proceedings against a member of the Judicial Board may be initiated by written petition by five (5) members of the Association under rules determined by the Judicial Affairs Subcommittee of the Board of Directors.
(2) The affirmative vote of at least two-thirds (⅔) of the members of the Judicial Affairs Subcommittee of the Board of Directors shall be required to order an impeachment hearing on specified charges.
(3) An affirmative vote of at least two-thirds (⅔) of the members of the Board of Directors, excluding the Judicial Affairs Subcommittee of the Board, shall be required to sustain a charge following a due process hearing before the Board, and the position shall become vacant.

ARTICLE VII
AFFILIATES AND SPECIAL INTEREST GROUPS

Section 1. **Affiliation.** Affiliation shall mean a relationship based on a reciprocal contractual agreement between the Association and an organization involved with or interested in education and shall continue until the affiliate withdraws or becomes disaffiliated.

Section 2. **Ethnic-Minority Representation.** Affiliates of the Association shall take all reasonable steps to assure that their elective and appointive bodies shall have ethnic-minority representation at least proportionate to the ethnic-minority membership of the affiliate.

Section 3. **Classes.** The two (2) classes of affiliates shall be governance and nongovernance.
a. The governance class shall comprise local and state affiliates exclusively.
b. The nongovernance class shall comprise all other affiliated professional and nonprofessional organizations.

Section 4. **Rights of Active Members in Governance Affiliates.** Each governance affiliate shall guarantee its active members an open nomination procedure and a secret ballot except as otherwise provided in this Constitution or in the Bylaws. No governance affiliate shall discriminate against its active members in their right to: vote, seek office, or otherwise participate in the affairs of the affiliate, of other governance affiliates, or of the Association.

Section 5. **Standards and Procedures for Affiliation.** Affiiliates which fail to comply with standards and procedures set forth in the Bylaws shall be subject to censure, suspension, or disaffiliation as prescribed in this Constitution.

Section 6. **Special Interest Groups.** Any organized group of Association members having a common interest or purpose may be recognized as a Special Interest Group, provided such group is not eligible for any class of affiliation.

ARTICLE VIII
AMENDMENT OF CONSTITUTION AND BYLAWS

Section 1. **Proposal of Amendments.** Amendments to the Constitution or the Bylaws may be proposed to the Representative Assembly by one or more of the following methods:
a. By a majority vote of the Committee on Constitution, Bylaws, and Rules;
b. By at least two (2) state delegations in the Representative Assembly whose concurrence in the proposed amendment is evidenced either by a majority vote of those delegates present and voting in each delegation at a regularly called meeting of the delegation held in connection with the Annual Meeting or by petition signed by a majority of the members of each delegation. Proposals shall then be submitted to the Committee on Constitution, Bylaws, and Rules for presentation to the Representative Assembly;
c. By petition signed by at least fifty (50) or more certified delegates and submitted to the Committee on Constitution, Bylaws, and Rules for presentation to the Representative Assembly; or
d. By petition signed by at least one hundred (100) or more active members from two (2) or more states and submitted to the Committee on Constitution, Bylaws, and Rules for presentation to the Representative Assembly.

Section 2. **Amendment of the Constitution.**
a. A proposed amendment to the Constitution shall be presented in writing to the Committee on Constitution, Bylaws, and Rules and read by title to the Annual Meeting immediately prior to its proposed adoption.
b. The text of the proposed amendment shall be printed in an official publication sent to all members at least sixty (60) days prior to its consideration.
c. This Constitution may then be amended at the Annual Meeting by a two-thirds (⅔) vote of delegates present and voting.

Section 3. **Amendment of the Bylaws.**
a. A proposed amendment to the Bylaws shall be presented in writing to the Committee on Constitution, Bylaws, and Rules, postmarked no later than one hundred twenty (120) days preceding the Annual Meeting.
b. The text of the proposed amendment shall be printed in an official publication sent to all members at least sixty (60) days prior to its consideration.
c. The Bylaws may then be amended at the Annual Meeting by a majority vote of the delegates present and voting.

Section 4. **Voting on Amendments.**
a. Voting on proposed amendments to this Constitution or to the Bylaws shall be by secret ballot.
b. Unless otherwise provided, all amendments shall take effect at the beginning of the fiscal year following their adoption.

Section 5. **Withdrawal of Proposed Amendments.** Requests for withdrawal of proposed amendments shall be submitted in writing to the Committee on Constitution, Bylaws, and Rules. Such withdrawal shall be effective when approved by the Representative Assembly. Requests for withdrawal of proposed amendments to this Constitution or to the Bylaws may be granted by action of the Representative Assembly based on requests made in the following manner:
a. If originally proposed by the Committee on Constitution, Bylaws, and Rules, the request shall be made by a majority of that committee;
b. If originally proposed by two (2) state delegations, the request shall be signed by at least two-thirds (⅔) of the delegates from each state;
c. If originally proposed by petition of fifty (50) or more delegates, or one hundred (100) or more members from two (2) states, the request shall be signed by at least two-thirds (⅔) of such delegates or members.

Proposed Bylaws of the National Education Association of the United States

1. OBJECTIVES

1-1. **Specific Objectives.** The specific objectives directed toward the achievement of the stated goals of the Association shall be:

a. To improve the structure of the Association in order to insure the full and effective participation of all members, thereby establishing and maintaining an independent, self-governing organization;
b. To promote continuous improvement of instruction and of curriculum;
c. To promote and protect the rights and welfare of its members;
d. To advance professional rights and to enhance professional responsibilities in order to further the consistent development and improvement of the profession and its practitioners;
e. To work among the American people for broad support of education and for improved attitudes toward the profession;
f. To secure adequate financial support for public education;
g. To promote the rights and welfare of all students;
h. To assist each student in realizing his maximum potential;
i. To develop and provide leadership in solving social problems; and
j. To protect and support active members as employees in disputes with employers or with those acting on behalf of employers.

2. MEMBERSHIP

2-1 **Classes.**

a. There shall be seven (7) classes of membership in the Association: Active, Staff, Paraprofessional, Educational Secretary, Student, Retired, and Associate.
b. Active membership shall be open to any person who is engaged in or who is on a limited leave of absence from professional educational work. Active members shall hold or shall be eligible to hold a baccalaureate or higher degree or the regular teaching, vocational, or technical certificates required by their employment. Active membership is limited to any person who supports the principles and goals of the Association and maintains membership in the local and state affiliates where eligible.
c. Staff membership shall be open to any person employed by the Association or any of its affiliates in a professional staff position.
d. Paraprofessional membership shall be open to any person who works directly with educators in discharging their professional duties.
e. Educational Secretary membership shall be open to any office employee in an educational institution, agency, or organization.
f. Student membership shall be open to any student enrolled in or preparing for a teacher-education program in an accredited college or university. Student members shall be eligible to be voting delegates at the Representative Assembly.
g. Retired membership shall be open to any retired member who has held Active membership in the Association for a total of fifteen (15) years or for at least the ten (10) years immediately prior to retirement.
h. Associate membership shall be open to any person who is interested in advancing the cause of public education but who is not eligible for any other class of membership in the Association.
i. A member may appeal his assigned class of membership to the Judicial Board as provided in the Constitution.

2-3 **Rights and Limitations.**

a. Membership in the Association shall be determined by the local association. Educational positions eligible for membership shall be determined through secret ballot in all local associations. Those local associations limited in membership to classroom teachers may be exempt from such determination. Where Association membership is denied on the local level by virtue of educational position, the state may provide for such membership by vote of the state delegate assembly.
b. The right to vote and to hold elective office or appointive position shall be limited to active members except as otherwise provided.
c. All members shall be eligible to receive special services, to obtain assistance in the protection of professional and civil rights, and to receive reports and publications of the Association.
d. An individual who is a member of a negotiating team representing a school board or representing a board of trustees of a higher education institution shall be denied membership.
e. Active life members at the time of ratification of this document shall continue to hold Active membership for life; associate life members shall continue to hold Associate membership for life.
f. Other than life members, any member who changes his profession or occupational position shall be transferred to the class of membership applicable to his new position; he shall not remain in a class of membership for which he is no longer eligible.
g. Membership shall be continuous unless terminated for cause.
h. Members who fail to adhere to any of the conditions of membership as stated in Article II of the Constitution shall be subject to censure, suspension, or expulsion.

2-5 **Membership Year.** The membership year shall be from September 1 through August 31.

2-7 **Membership Dues.**

a. Dues of active members shall be twenty-five (25) dollars yearly.
b. Dues of staff, paraprofessional, educational secretary, and associate members shall be one-half (½) the dues of active members.
c. Dues of student members shall be one-fifth (⅕) the dues of active members. The Student Association shall have the right to assess its members beyond the dues established by the Representative Assembly.
d. Dues of members retired prior to September 1, 1973, shall be two (2) dollars yearly.
e. Dues of members retiring on or after September 1, 1973, shall be five (5) dollars yearly.

2-9 **Dues Transmittal and Enforcement Procedures.**

a. The Association shall enter into contracts with state affiliates governing the transmittal of Association dues. State affiliates shall have the full responsibility for transmitting dues from local affiliates on a contractual basis. Standards and contracts for transmitting dues shall be developed between the state affiliate and each local affiliate.
b. Dues remitted to the Association by March 15 from a local or state affiliate shall comprise at least forty (40) percent of dues receivable for the year; the percentage shall be based upon the membership count nearest January 15, and upon a membership year beginning September 1, unless the contracted transmittal schedule stipulates otherwise.
   (1) A local or state affiliate which becomes delinquent in its contracted transmittal schedule by more than thirty (30) days shall be assessed a penalty of one (1) percent per month on the overdue balance.
   (2) Adjustments directly proportionate to the dues transmitted shall be made in the number of delegates to the Representative Assembly for failure to meet the provisions of contracted transmittal schedules.

3. REPRESENTATIVE ASSEMBLY

3-1. **Allocation of Delegates.**

a. Allocation of delegate credentials to state and local affiliates shall be on the basis of active membership in the Association as of January 15th of the calendar year in which the Representative Assembly convenes. Representation from state and local affiliates which provide all-inclusive membership shall be on the basis of proportional representation by educational position.
b. Allocation of delegate credentials to local affiliates shall be based on the ratio of 1:150 active Association members or major fraction thereof. Local affiliates within a state may join together to form membership units of 150 or more for the purpose of representation.
c. Allocation of delegate credentials to state affiliates shall be based on the ratio of 1:1,500 active Association members within the state. No state shall receive fewer than five (5) delegate credentials.
d. Allocation of delegates to retired teachers shall be based on the ratio of 1:1,000 retired members within each state.
e. Allocation of delegates to Student NEA shall be based on the ratio of 1:750 members.
f. Allocation of delegates to school nurse members denied active membership in state or local affiliates shall be based on the ratio of 1:150 school nurse members so denied.
g. Allocation of ethnic-minority representation shall be at least equal to the proportion of identified ethnic-minority populations within the state. In cooperation with its local affiliates, each state affiliate shall insure that whenever possible, the total state and local unit delegation to the Representative Assembly shall reflect these ethnic-minority populations. If a state or local affiliate fails to comply with this provision, the Representative Assembly may refuse to seat its delegation.

3-3. **Term.** Delegates shall be elected for a term not to exceed three (3) years.

3-5. **Meetings, Location.** No meeting shall be held in any location where any delegates are likely to experience discriminatory treatment.

3-7. **Parliamentary Procedure.** The most recent edition of *Robert's Rules of Order, Newly Revised,* shall be the authority governing all matters of procedure not otherwise provided in the Charter, the Constitution, these Bylaws, or the Standing Rules.

3-9. **Standing Committees: Establishment and Accountability.** Standing Committees may be established and discontinued by the Representative Assembly. When that body is not in session, Standing Committees shall be accountable to the President and the Board of Directors. Each committee chairman shall submit periodic reports to the President and to the Board.

3-11. **Special Committees: Establishment and Functions.** Special Committees may be established by the Representative Assembly or by the Board of Directors for the purpose of accomplishing a specific task within a limited period of time.

3-13. **Committee Appointment, Qualifications, and Vacancies.**

a. Appointments shall be made on the basis of individual expertise and ability to make substantial contribution in the specific area of concern. Candidates for committees shall be recommended by state and local affiliates and by ethnic-minority special interest groups. Appointments to all Committees shall be as provided in these Bylaws.
b. Absence of a member from two consecutive meetings shall constitute resignation. A member shall vacate his seat if a change in his educational position shall violate the Constitutional requirement for at least seventy-five (75) percent classroom teacher committee membership. Each vacancy on a Standing Committee shall be filled for the remainder of the term.

3-15. **Chairman, Ex-Officio Delegate.** The chairman of each committee shall be an ex-officio delegate to the Representative Assembly.

4. EXECUTIVE OFFICE

4-1. **Power and Duties of the President.** The President shall be the chief executive officer of the Association and its policy leader. He shall:

a. Represent the Association as spokesman on matters of policy or assign, at his discretion, responsibility for such representation;
b. Prepare the agenda for the governing bodies of the Association and the program for the Annual Meetings;
c. Appoint, except as provided in these Bylaws, all chairmen and members of committees, with the advice and consent of the Board of Directors; such chairmen and members to serve at the pleasure of the President, except where a term is fixed by these Bylaws;
d. Serve as member ex-officio without vote on all committees authorized by the governing bodies;
e. Prepare, with the assistance of the Secretary-Treasurer, the Executive Director, and the Committee on Program and Budget, a Program-

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Budget for submission to the appropriate policy-making bodies;

f. Review Association policies and recommend priorities to be considered by the Board of Directors;

g. Administer, through the Executive Director, the budget of the President's Office and of the governing bodies;

h. Sign jointly with the Executive Director for disbursements from the Capital Improvement Fund;

i. Recommend an independent auditing agency to conduct an annual audit of all Association funds;

j. Meet regularly with the other officers of the Association and with the Executive Director;

k. Delegate duties to the officers and through the Executive Director to the staff of the Association; and

l. Perform the duties as stipulated in the Charter, in the Constitution, and in these Bylaws and other such duties as are customarily assumed by the chief executive officer of an association.

4-3. **Power and Duties of the Vice-President.** The Vice-President shall:

a. Act for the President when he is unable to perform the duties of his office;

b. Serve as chairman of the Committee on Program and Budget; and

c. Perform the duties as stipulated by the Constitution, by these Bylaws, and by the President.

4-5. **Power and Duties of the Secretary-Treasurer.** The Secretary-Treasurer shall:

a. Receive all funds and be responsible for their safekeeping and accounting;

b. Serve on the Committee on Program and Budget;

c. Keep the official seal of the Association;

d. Be responsible for preparing records of all official meetings and for distributing the minutes of all such meetings;

e. Make annual financial reports as required by the Board of Directors; and

f. Perform such other duties as are stipulated by the Constitution, by these Bylaws, and by the President.

5. BOARD OF DIRECTORS

5-1. **Elections.**

a. Members of the Board shall be elected by the delegates at the Representative Assembly as stipulated in Article V of the Constitution. Voting shall be by secret ballot and a plurality shall be required for election.

b. Nominations shall be restricted to active members and shall require a petition of at least two hundred (200) active members representing two or more states in their respective regions. Such petition shall be filed as provided by the Representative Assembly.

c. One-third (⅓) of the Directors shall be elected each year.

5-3. **Vacancies.** The Board shall fill by election any of its vacancies. The newly elected member shall be from the same region and category as the member being replaced and shall serve until the completion of the next Representative Assembly. The Representative Assembly shall elect an appropriate member for the remainder of any unexpired term.

5-5. **Membership Restriction.** A Director shall immediately relinquish his position on the Board when he ceases to be employed in the category which he represents.

5-7. **Terms of Office.**

a. The term of office shall be three (3) years.

b. Directors shall serve no more than two (2) consecutive terms.

5-9. **Functions.** The Board:

a. Shall implement policies established by the Representative Assembly;

b. Shall determine the time and place of the Annual Meeting and, in the event of an emergency, shall have the power to postpone the Annual Meeting by a two-third (⅔) vote;

c. Shall provide for ethnic-minority representation on all committees over which it has direct control;

d. May charter affiliates to meet such needs of the membership as are in accord with the objectives of the Association;

e. May establish a committee to review and to recommend recognition or withdrawal of recognition of a Special Interest Group;

f. Shall receive all reports of the Executive Director, of the Secretary-Treasurer, and of committees, and shall transmit with its recommendations such reports as may be appropriate to the Representative Assembly;

g. Shall enter into contracts with state affiliates for dues transmittal as provided in Bylaw 2-9;

h. Shall set the salaries of the executive officers, except that the salaries shall not be increased or decreased during the terms of office for which these officers shall have been elected;

i. May authorize the establishment of relationships between the Association and non-affiliated groups whose policies or practices are not discriminatory. Such relationships shall exist to promote specific mutual objectives. Each such relationship shall be reviewed at least annually to determine continuation;

j. Shall, upon recommendation of the Executive Director, approve or reject for cause applications for membership and make assignments to membership classes; and

k. Shall, upon recommendation of the Executive Director, approve or reject appointments of management personnel at the level of unit administrator or higher.

5-11. **Fiscal Powers.** The Board, in discharging its responsibility for the fiscal management of the Association, shall:

a. Propose the tentative Program-Budget to the Representative Assembly;

b. Administer the Capital Improvement Fund; and

c. Appoint annually an independent auditing agency with the recommendation of the President.

5-13. **Meetings.**

a. The Board shall meet six (6) times per year and at other times it deems necessary to conduct the business of the Association;

b. One meeting shall be held at the Annual Meeting;

c. The President or a majority of the members of the Board shall determine the time and place of meetings;

d. Due notice of all meetings shall be given;

e. The Board shall enact rules and procedures to govern the conduct of its meetings;

f. A request by five (5) or more Directors shall mandate a roll call vote.

5-15. **Regional Communication Meetings.** There shall be at least three (3) meetings per year between no less than three (3) members of the Board of Directors and the presidents of the state affiliates in each of the five (5) regions.

6. JUDICIAL BOARD

6-1. **Judicial Board.**

a. The Judicial Board shall comprise nine (9) members, at least two (2) of whom shall be members of ethnic-minority groups, appointed for five-year staggered terms beginning September 1. No person shall serve more than two (2) full terms. A second full term shall be subject to approval by the Representative Assembly.

b Members of the Judicial Board shall have been active members of the Association for five (5) consecutive years immediately prior to appointment. Members of the Judicial Board shall maintain active membership.

c. A member of the Judicial Board shall hold no other elective office or appointive position in the Association or in its affiliates.

d. No executive officer or Director shall be appointed to the Judicial Board within three (3) years following separation from such office.

e. Expenses, including any loss of salary incurred by Judicial Board members while on official business, shall be paid by the Association. A member shall not accept any honorarium from any source within any level of the Association.

f. The Judicial Board may assign fewer than a majority of its members to hear cases; however, a member so assigned shall not sit, should the Judicial Board hear the case on appeal.

g. The Judicial Board annually shall select its own chairman.

7. AFFILIATES AND SPECIAL INTEREST GROUPS

7-1. **Affiliates.** Affiliates of the Association shall be chartered by a majority vote of the Board of Directors.

7-3. **Governance Affiliates.**

a. A local affiliate, the basic unit of self-governance within the Association, may be organized in a manner which comprises any compatible group, meeting at least the minimum standards of affiliation.

b. A state affiliate shall be the association within each state or commonwealth and the associations representing the District of Columbia, Puerto Rico, the Overseas Education Association, the National Council of Bureau of Indian Affairs Educators, and such other comparable associations which meet at least the minimum standards of affiliation.

7-5. **Nongovernance Affiliates.**

a. A professional organization shall comprise at least seventy-five (75) percent Association members with a common occupation or subject matter assignment who are organized to further specific educational objectives. Such organization shall meet at least the minimum standards for nongovernance affiliation.

b. A non-professional organization shall be an auxiliary or service organization comprising at least seventy-five (75) percent Association members with a common interest or occupation. Such organizations shall meet at least the minimum standards for nongovernance affiliation.

7-7. **Standards for Local Affiliates.** The Association shall not affiliate a local association unless it meets the following minimum standards:

a. Each affiliate shall apply the one-man-one-vote principle for representation on its governing bodies except that the affiliate shall guarantee ethnic-minority representation at least proportionate to its ethnic-minority membership. Where an all-inclusive affiliate exists, it shall provide proportionate representation between its classroom teacher members and its administrator members;

b. The affiliate shall conduct all elections with open nominations and a secret ballot;

c. The affiliate shall require membership in the Association and in its state affiliate where eligible, within one year after the effective date of this document;

d. The affiliate shall adopt a policy that recognizes the preeminence of the *Code of Ethics of the Education Profession;*

e. The affiliate shall be reviewed by the Association to determine compliance with minimum standards for affiliation at least once every five (5) years; and

f. The affiliate shall have the same membership and fiscal year as that of the Association.

7-9. **Local Affiliation by State.** A local association meeting the requirements for affiliation stipulated in the governing documents of the Association and of the state affiliate shall be granted affiliate status by the appropriate state affiliate.

7-11. **Standards for State Affiliates.** The Association shall not affiliate a state association unless it meets the following minimum standards:

a. Each affiliate shall apply the one-man-one-vote principle for representation on its governing bodies except that the affiliate shall guarantee ethnic-minority representation at least proportionate to its ethnic-minority membership. Where an all-inclusive affiliate exists, it shall provide proportionate representation between its classroom teacher members and its administrator members;

b. The affiliate shall conduct elections with open nominations and a secret ballot;

c. The affiliate shall require membership in the Association and in its local affiliate where eligible, within one year after the effective date of this document;

d. The affiliate shall adopt a policy that recognizes the preeminence of the *Code of Ethics of the Education Profession;*

e. The affiliate shall be reviewed by the Association to determine compliance with minimum standards for affiliation at least once every five (5) years; and

f. The affiliate shall have the same membership and fiscal year as that of the Association.

7-13. **Standards for Nongovernance Affiliates.** The Association shall not affiliate a nongovernance affiliate unless it meets the following minimum standards:

a. The affiliate shall have common interests with the Association;

b. The affiliate shall be a self-governing organization with governance documents compatible with those of the Association;

c. At least seventy-five (75) percent of the members of the affiliate shall be members of the Association;

d. The affiliate shall comprise at least one hundred (100) members;

e. The affiliate may assess its own dues;

f. The affiliate shall adopt a policy that recognizes the preeminence of the *Code of Ethics of the Education Profession;*

g. The affiliate shall not duplicate Association services; and

h. The affiliate shall have the same membership and fiscal year as that of the Association.

7-15. **Procedure for Affiliation.**

a. A group or unit seeking governance affiliation shall file a written application including copies of its governance documents with the Board of Directors.

b. A group or unit seeking nongovernance affiliation shall file a written application including copies of its governance documents with the Board of Directors. The application shall be by petition signed by two-hundred fifty

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(250) members of the Association from among at least twenty-five (25) state affiliates.

c. After action by the Board, the group or unit seeking affiliation shall ratify the granting of affiliate status.

7-17. **Charter for Affiliation.** The Association shall charter no more than one (1) local affiliate within the same jurisdictional boundaries, and no more than one (1) state affiliate within the same jurisdictional boundaries, with the exception that affiliates not competing for the same category of membership may be chartered. Where two (2) or more governance affiliates of the same category of membership qualify for affiliation in the same jurisdictional boundaries, the Association shall charter the prospective affiliate with the greater number of active members.

7-19. **Special Interest Groups.**

a. Any Special Interest Group may be recognized by a majority vote of the Board of Directors.

b. The terms and conditions of the relationship between the Association and the Special Interest Group shall be negotiated by the Board of Directors and the group seeking recognition.

9. EXECUTIVE DIRECTOR AND STAFF

9-1. **Executive Director.** The Board of Directors shall employ an Executive Director who shall be the chief administrator of the Association. He shall be responsible to the Board of Directors.

9-3. **Executive Director: Functions.** The Executive Director shall:

a. Employ, direct, and supervise all Association staff. The employment of managerial personnel beginning at the level of unit administrator shall be with the approval of the Board of Directors;

b. Serve as a consultant to the governing bodies of the Association;

c. Advise the officers and governing bodies on all policy matters through appropriate reports and recommendations;

d. Represent the Association as spokesman on matters of established policy when directed by the President;

e. Meet periodically with the President, the Vice-President, and appropriate staff to confer on Association policies and procedures;

f. Advise and assist the Committee on Program and Budget in preparing the Program-Budget, and administer the budgets authorized by the governing bodies of the Association;

g. Co-sign with the President all authorizations for disbursements from the Capital Improvement Fund;

h. Co-sign and/or authorize a designee to co-sign with the Secretary-Treasurer or his designee all authorizations for disbursement from the General Fund;

i. Notify state and local affiliates and other qualified organizations of the number of Representative Assembly delegates to which they are entitled;

j. Furnish each member appropriate evidence of membership; and

k. Perform such other duties as may be assigned by the Board of Directors.

9-5. **Staff: Principles.** The following principles shall govern employment and functions of staff as agents of the Association:

a. Local, state, and national staff shall be eligible only for staff membership and shall not hold elective or appointive positions at any level;

b. The association shall be an equal opportunity employer;

c. The Association shall, as vacancies arise, employ at all levels of service at least the same ratio of any ethnic-minority as is that ethnic-minority to the total population of the United States; and

d. The Association shall recognize the right of its employees to organize for the purpose of collective bargaining.

10. GENERAL FINANCE

10-1. **Fiscal Year.** The year of the Association shall be September 1 through August 31.

10-3. **General Fund.**

a. The General Fund of the Association shall comprise all income received in the form of dues, interest, dividends, fees, earnings from advertising, sales of Association publications, payments for services, and funds received by gift, bequest, devise, or transfer to the Association which are not specifically designated for deposit in the Capital Improvement Fund.

b. All operating accounts and debt services shall be paid out of the General Fund.

c. The General Fund shall provide an Operating Reserve for cash needs in an amount equal to at least thirty-five (35) percent of the annual budget for the previous fiscal year. Appropriations from the Operating Reserve may be made only after approval by two-thirds (⅔) vote of the Board of Directors following (30) days advance notice of the proposed appropriation.

d. Disbursements from the General Fund shall be by check or by similar written orders to depositories co-signed by the Secretary-Treasurer and by the Executive Director or by their designees.

10-5. **Capital Improvement Fund.**

a. The Capital Improvement Fund shall comprise the properties and permanent investments of the Association, and other funds or properties received by gift, devise, bequest, or transfer for deposit in this Fund.

b. Disbursement from the Capital Improvement Fund to acquire new properties or to provide for major long-term improvements in existing properties shall be authorized by a two-thirds (⅔) vote of the Board of Directors. Expenditures from this fund for any other purpose shall be authorized by a two-thirds (⅔) vote of the Representative Assembly.

c. Investment policies for the General Fund and for the Capital Improvement Fund shall be established by the Board of Directors.

d. Disbursements from the Capital Improvement Fund shall be by check or by similar written orders to depositories, co-signed by the President and by the Executive Director or by their designees.

10-7. **Committee on Program and Budget.**

a. The Committee on Program and Budget shall comprise seven (7) members whose function shall be to assist in the preparation of the annual Program-Budget. The Vice-President and Secretary-Treasurer shall be members during their terms of office. The Board of Directors shall elect at its first meeting following September 1, five (5) of its members for staggered two-year terms. A member elected by the Board of Directors shall serve only while he is a member of the Board. The Vice-President shall serve as chairman.

10-9. **Program-Budget.**

a. The budget of the Association shall be a Program-Budget. It shall be designed to achieve the goals and objectives of the Association.

b. The President, with the assistance of the Secretary-Treasurer, the Executive Director, and the Committee on Program and Budget shall prepare the Program-Budget for recommendation to the Board of Directors at least ninety (90) days prior to the Annual Meeting. After reviewing and tentatively approving the Program-Budget, the Board shall direct its printing. The proposed Program-Budget shall then be transmitted not later than forty-five (45) days prior to the Annual Meeting to the presidents of state and local affiliates and to others as determined by the Board of Directors. The Committee on Program and Budget shall hold at least one (1) open hearing on the proposed Program-Budget at the Annual Meeting. Following such open hearings, the Board shall meet to approve the Program-Budget for transmittal to the Representative Assembly. After the adoption by the Representative Assembly, the Program-Budget shall be remanded to the Board for implementation.

c. The Program-Budget shall include an appropriation for contingencies amounting to at least two (2) percent of the Program-Budget.

d. Financial participation by the Association in activities of Special Interest Groups shall be limited to funds for projects or for short-term, special program contracts authorized in the Program-Budget.

10-11. **Financial Reports.** The Secretary-Treasurer shall prepare an annual report of the General Fund and the Capital Improvement Fund, including income and expenditures for the fiscal year. The Board of Directors shall provide for an annual audit of all funds of the Association by an independent auditing agency. The audit then shall be transmitted to the Board of Directors and printed in the annual financial reports to the Representative Assembly. A summary of the audit shall be printed in a publication distributed to all members.

11. DEFINITIONS

11-1. **Definitions of Terms.** As used in the Charter, the Constitution, these Bylaws, and the Standing Rules, the Association adopts and adheres to the following definitions of terms:

a. **State Affiliate:** State Affiliate shall mean the association within each state or commonwealth and an association representing the District of Columbia, Puerto Rico, the Overseas Education Association, the National Council of Bureau of Indian Affairs Educators, and such other comparable associations which meet at least the minimum standards of affiliation.

b. **Classroom Teacher:** Classroom Teacher shall mean any person who devotes a major part of his time to classroom teaching or who performs allied work which places him on a local salary schedule for teachers.

c. **Ex Officio:** Ex Officio shall mean by virtue of office. This designation shall carry with it the right to vote except as otherwise provided.

d. **Ethnic-Minority:** Ethnic-Minority shall mean those persons designated as ethnic minority by statistics published by the United States Bureau of the Census. This designation shall specifically include Black, Mexican-American (Chicano), other Spanish-speaking groups, Oriental, and Indian.

SCHEDULE FOR RATIFICATION

PART I

The Constitutional Convention recommends that the 1972 Representative Assembly substitute the following for Article III, Part C of the Enabling Act:

"This document shall be deemed ratified upon receiving the affirmative vote of a majority of the eligible voters voting thereon of each of at least a majority of state affiliates, and provided further that a majority of the NEA members of record May 31, 1972, voting thereon, approve the document."

PART II

The Constitutional Convention recommends that the 1972 Representative Assembly adopt the following ratification process for the adoption of the Constitution and Bylaws:

a. Every Active, Life, and Retired member in good standing as of May 31, 1972, shall be mailed a ballot for the ratification vote. Only those members who have the right to vote for delegates to the Representative Assembly shall be eligible to vote.

b. The ratification ballot shall be a uniform data processing card.

c. Clear instructions for voting shall accompany each ballot.

d. Ratification shall be by a "yes" or "no" vote.

e. An explanation of a "yes" or "no" vote shall be a part of the accompanying instructions for voting.

f. A return-addressed stamped envelope shall be used to maintain secrecy. Each ballot must be returned in a separate envelope to be counted.

g. Voting shall occur between November 1, 1972, and November 21, 1972. To be counted, ballots must be postmarked no later than midnight, November 21, 1972, and received by the tabulating agency no later than December 1, 1972.

h. The balloting, tallying and certifying processes shall be conducted by an independent firm which shall mail and receive the envelope addressed to the firm.

i. Those members of the Association classified as "Foreign" and "Others" as of May 31, 1972, shall be included in the Overseas affiliate for purposes of counting their votes on ratification.

j. The employed firm shall notify the Chairman of the Constitutional Convention and the President of the Association of the results of the ratification vote immediately following completion of the tally and certification process.

k. State and national affiliates shall be notified by the Association of the results of balloting immediately upon receipt by the Association of the report of the firm.

l. A Challenge Committee shall be established and shall have jurisdiction to determine, if challenged, the eligibility of voters and the validity of ballots cast in the election. The Challenge Committee shall have seven (7) members, all of them to be chosen by the Chairman of the Constitutional Convention with the concurrence of the officers of the Constitutional Convention and selected from among the delegates to the Convention. Decisions of the Challenge Committee shall be final.

m. Optical Character Recognition equipment will be used in the processing of the completed ballots.

n. A window envelope will be used to mail ballots and return envelopes to members.

o. Return address on outgoing envelopes and return envelopes containing completed ballots will be that of an independent mail serv-

ice.

p. Domestic outgoing envelopes will have a preprinted stamp.

q. Return envelopes will be standard business reply return envelopes where postage is paid by NEA. An exception to this rule is that International Reply Coupons will be enclosed in the outgoing envelopes sent to approximately 1,300 members residing in foreign countries, but in APO's. These International Reply Coupons may be traded for stamps to ensure return postage to all members.

PART III

The Constitutional Convention recommends to the 1972 Representative Assembly the following procedures for the implementation of the Ratification Process:

a. Extract names and addresses and state affiliates from the membership list of Active, Life, and Retired members maintained on magnetic tape by the NEA as of May 31, 1972. This magnetic tape will then be transported to a data processing service bureau. Using the tape file the service bureau will print ballots designed according to requirements contained in the finally adopted Con Con documents. These ballots will be machine readable documents.

b. The machine readable document (ballot) will be transported to a mailing service. Using a window type envelope, ballots will be mailed by first class mail or by air mail for those members outside the contiguous 48 states and Washington, D.C. Return envelopes will be enclosed with return postage for each mailed ballot.

c. A count of outgoing ballots verifying total numbers will act as a test of accuracy at this point. In the process following this verification, ballots will be mailed to the members.

d. The NEA membership having received the ballot will complete and return this ballot as required by the Con Con document within the times and limitations specified. Ballots are to be received at one central collection point and opened with the ballot being separated from the envelope, which is discarded.

e. Additional controls will be exercised at this point by—
   (1) Counting ballots received.
   (2) Sampling ballots received to determine authenticity (watermarked or other means).

f. Ballots that have been received are to be batched by state and forwarded to the data processing service bureau.

g. Upon receipt of ballots the service bureau will scan, edit, and tabulate on a programmed system all ballots.

h. At this point control will again be exercised through summation of the batch totals.

i. Nonconforming ballots will be scanned individually for determination of possible challenge and validity.

j. The data processing service bureau will edit and tabulate and prepare in final form a ballot totals file.

k. A final report will be given simultaneously to the chairman of the Constitutional Convention and to the NEA president.

PART IV

The Convention recommends that the June 1972 meeting of the Representative Assembly approve the appointment by the President of the Association of a Transition Committee with the responsibility for making such initial transitional changes and adjustments as may be required as a result of any actions taken at the June meeting of the Representative Assembly or made necessary by the ratification of the Constitution and Bylaws as provided for in the Enabling Act.

Schedule of Transition

Pursuant to the directive of the 1972 Representative Assembly, President Catharine Barrett appointed a Transition Committee consisting of the following members: Helen Wise, NEA vice-president, president-elect (chairman); Perry Amsden, Maine; Vivian Bowser, Texas; Robert Gould, Colorado; and Carl Hedstrom, New York.

Complying with the Representative Assembly charge, the Transition Committee reviewed the initial Schedule for Transition. Changes were made as necessary to eliminate inconsistencies and clarify ambiguities within the schedule. Additional content describes the procedures to be established to provide due process for members and affiliates during the transition period.

Questions concerning the Schedule for Transition should be sent to Helen Wise, Chairman of the Transition Committee, at NEA Center.

PART I—CONTENT

Officers

a. Board of Directors. The Board of Directors through August 31, 1974, shall be constituted in accordance with the current NEA Bylaws and shall continue to represent every state affiliate. Elections shall be held pursuant to existing NEA Bylaws, Article IV, as necessary to fill vacancies and elect successors as terms expire. This Board of Directors shall remain in office until the Board of Directors elected by the 1974 Representative Assembly under Article V of the new Constitution assumes office.

The 1972-73 Board of Directors, not later than February 20, 1973, shall recommend for submission to the 1973 Representative Assembly the five regions to be established by the Representative Assembly, as required by Article V of the Constitution.

The 1973-74 Board shall establish, not later than January 1, 1974, a system to stagger the terms of the initial members of the Board of Directors, including the at-large directors, to be elected by the 1974 Representative Assembly.

The Board of Directors shall be elected by the 1974 Representative Assembly for the staggered terms, and shall be constituted in accordance with Article V and Bylaw 5 of the Constitution and Bylaws. Such newly constituted Board shall assume office on September 1, 1974.

b. Executive Committee. The Executive Committee shall continue as constituted under the current Bylaws through August 31, 1974. Members elected in 1972 and members elected in 1973 shall serve through August 31, 1974.

c. President. The 1973-74 president shall continue in office through August 31, 1974. The president shall be elected by the 1974 Representative Assembly according to the provisions of the new Constitution and Bylaws and shall begin his/her term of office September 1, 1974.

The new provisions associated with the duties of the office of the President shall become effective September 1, 1974.

d. Vice-President. The 1973-74 vice-president shall continue in office through August 31, 1974, but shall not by virtue of such office succeed to the presidency.

The vice-president elected by the 1974 Representative Assembly, according to the provisions of the new Constitution and Bylaws, shall begin his/her term of office September 1, 1974.

e. Past President. The 1973-74 past president shall continue in office through August 31, 1974.

f. Secretary-Treasurer. The term of the current treasurer shall continue through August 31, 1974. The secretary-treasurer elected by the 1974 Representative Assembly shall serve for a one-year term beginning September 1, 1974. Beginning with the 1975 Representative Assembly, the secretary-treasurer shall be elected for a two-year term in accordance with Article IV of the new Constitution.

Contracts and other legal commitments

Contracts and other legal commitments originally approved by a governing body which contain a specified date of expiration shall be reviewed prior to said date of expiration by the Executive Committee through August 31, 1974, and thereafter by the Board of Directors and determination made as to disposition. Such agreements which do not have a specified date of expiration shall be reviewed by the Board of Directors after September 1, 1974.

Any contract or other legal commitment not approved originally by a governing body shall be reviewed by the Executive Secretary (or Executive Director) who shall make a preliminary decision concerning continuation or termination of the arrangement, which, prior to its implementation, shall be reported to the Board of Directors. The Board of Directors shall reserve the right to modify any such decision of the Executive Secretary (or Executive Director) before final disposition.

Interim Appeals Committee—due process for members

An Interim Appeals Committee shall be appointed by the President from the Board of Directors following ratification of the Constitution and Bylaws.

a. Rights of Members. A current member may appeal to the Interim Appeals Committee if he believes that implementation of the Schedule of Transition of any portion of the Con Con documents threatens or abridges any of his membership rights. The Interim Appeals Committee shall establish an appropriate procedure to handle such appeals during the transition period. The Board of Directors shall render a decision on the appeal upon recommendation from the Interim Appeals Committee.

b. Membership. The membership provisions in Article II and Bylaw 2 shall be effective September 1, 1973, except for Bylaw 2-1i. The Judicial Board will not assume office until September 1, 1974. Challenges concerning membership rejections or category placement from September 1, 1973, through August 31, 1974, should be directed to the Executive Secretary, who shall make a recommendation to the Interim Appeals Committee; such committee shall then make its recommendation to the Board of Directors, which shall render a decision on the appeal.

Representative Assembly

Provisions for the composition of the Representative Assembly shall become effective September 1, 1973. The 1974 Representative Assembly shall be constituted in accordance with the appropriate provisions of the new Constitution and Bylaws.

Affiliates

The Board of Directors shall establish an Interim Chartering Committee which shall be responsible for delegate allocations to the 1974 Representative Assembly, affiliation applications from July 1, 1973, through August 31, 1974, and the issuance of charters to affiliates which qualify by September 1, 1974. The decisions of the Interim Chartering Committee shall be subject to review by the Board of Directors.

The Board of Directors shall assume responsibility on July 1, 1973, for all matters pertaining to affiliation.

a. New Affiliates. The Association shall apply the standards and procedures set forth in Article VII and Bylaw 7 of the new Constitution and Bylaws to any state or local association requesting affiliation following ratification of the Constitution and Bylaws.

b. Delegate Allocations to 1974 Representative Assembly. In order to receive the delegate allocations to the 1974 Representative Assembly for which they would otherwise be eligible, local affiliates also shall meet the requirements of Bylaw 7-7 (a) and (b) and state affiliates also shall meet the requirements of Bylaw 7-11 (a) and (b).

c. Chartering of Affiliates. The Board of Directors shall establish by July 1, 1973, an interim chartering procedure in order to determine whether a current affiliate meets the standards set forth in Bylaw 7-7 and 7-11 and to assist affiliates in achieving such compliance prior to September 1, 1974. Affiliates which do not meet these standards by September 1, 1974, shall not be issued charters and shall cease to be affiliates of the NEA. Such associations which fail to comply may reapply for affiliation after September 1, 1974.

Appointive bodies

The Executive Committee shall recommend to the Board of Directors, no later than April 1, 1974, a timetable and such official action as may be required for continuing, reconstituting, or discontinuing existing NEA appointive bodies by September 1, 1974. The President elected by the 1974 Representative Assembly shall appoint the members of all committees constituted on September 1, 1974.

Judicial Board

The president elected by the 1974 Representative Assembly shall appoint the members of the first Judicial Board for staggered terms in accordance with the provisions of Article VI, Section 3, and Bylaw 6.

Candidates for elective office

Article IV, Sections 2 and 3 and the appropriate provisions of the Standing Rules, shall apply to candidates for office to be elected by the 1974 Representative Assembly.

Standing rules

The NEA Committee on Bylaws and Rules shall prepare the amendments necessary to make the Standing Rules consistent with the requirements of the Constitution and Bylaws; such revisions to be considered by the 1973 and 1974 Representative Assemblies as appropriate.

Amendments

The current NEA Bylaws may be amended at the 1973 Representative Assembly pursuant to the procedures set forth in Article XIV thereof, provided that any such amendment shall be effective only to the extent that it does not conflict with the Transition Schedule or any action taken in implementing or in preparing for the implementation of the new NEA Constitution and Bylaws.

In order to assure that the substantive provisions approved by the NEA membership are implemented and remain in effect for a reasonable "trial period," the new NEA Constitution and Bylaws may not be amended prior to the 1975 NEA Representative Assembly. At the 1975 Representative Assembly delegates shall vote on amendments to the Constitution and Bylaws submitted in accordance with the provisions of Article

(Continued on next page)

CON CON

(Continued from preceding page)

VIII of the Constitution. Amendments to the Constitution may be introduced at the 1974 Representative Assembly. Amendments to the Bylaws shall be submitted no later than 120 days prior to the 1975 Representative Assembly.

PART II—CALENDAR

Upon ratification, the Constitution and Bylaws shall be effective in part on September 1, 1973; on September 1, 1974; and on September 1, 1980, according to the following schedule except as otherwise indicated below.

Unless a subsection is indicated, "section" refers to the entire section including all subsections. When a subsection is given, only that subsection is intended. "Article" refers to all sections and subsections thereto under the Article unless a section is denoted.

Ratification

Life Memberships. Upon ratification of this document no application for life membership shall be accepted.

July 1973

The 1973 Representative Assembly shall review and/or amend and adopt the five regions as proposed by the Board of Directors.

September 1, 1973

This is the official effective date of the proposed documents. The following are listed for clarification purposes:

Preamble

Article I—Name, Goals, Objectives, and Authorities for Governance

Article II—Membership

Article III—Representative Assembly (except Section 6)

Bylaw 1—Objectives

Bylaw 2—Membership (except that through August 31, 1974, Bylaw 2-1i shall be implemented as outlined in the Schedule of Transition under Interim Appeals Committee)

Bylaw 3—Representative Assembly

Bylaw 9-5—Staff: Principles

September 1, 1974

Article III—Section 6

Article IV—Executive Officers

Article V—Board of Directors

Article VI—Judicial Board

Article VII—Affiliates and Special Interest Groups (except 7-7 (a) and (b) and 7-11 (a) and (b) as noted in Part I)

Article VIII—Amendments to the Constitution and Bylaws (except that amendments to the Constitution may be introduced at the 1974 Representative Assembly for vote by the 1975 R.A.)

Bylaw 4—Executive Office

Bylaw 5—Board of Directors

Bylaw 6—Judicial Board

Bylaw 7—Affiliates and Special Interest Groups

Bylaw 9-1; 9-3—Executive Director: Appointment and Functions

Bylaw 10—(except 10-3-c: Operating Reserve of the General Fund, September 1, 1980).

September 1, 1980

Bylaw 10-3-c (Operating Reserve of the General Fund)

BALLOTS ON THE WAY...

(Continued from page 1)

of school information services); Vincent G. Lamb (California, high school teacher); and Clarence E. Watkins (South Carolina, administrative assistant to the superintendent). Committee alternates, in the order they may serve, are: Wyley J. Elliott (Arkansas, school superintendent); John P. Barry (Vermont, assistant school superintendent); and Edwin M. Betts, Jr. (Virginia, supervisor of secondary education).

A motion to empower this committee to observe and report to the membership Board action which is in opposition to any item passed by the Representative Assembly was defeated 64 to 38, with two abstentions.

CON CON BALLOTING

Ballots will be in the mail November 1; any eligible member who does not receive a ballot by November 7 may contact Price Waterhouse & Co. (1801 K Street, N.W., Washington, DC 20006). Specific inquiries about ballots should also be addressed to Price Waterhouse.

To be counted, ballots must be returned in the postpaid envelope provided and must be postmarked by November 21 or received by December 1.

To cast a ballot, an eligible member merely separates the right half of his ballot, marks an X in the Yes box or the No box, and returns it in the postage-paid envelope provided (and addressed to Price Waterhouse). Ballots are coded by state identification number and ballot number to prevent fraudulent voting.

An information sheet and voting instructions accompany each ballot (see illustrations, page 1).

Con Con in session

The 484 delegates to the first major Con Con session, held in Fort Collins, Colorado, meet to prepare the first draft of the documents.

CON CON HISTORY

The 1969 NEA Representative Assembly, meeting in Philadelphia, authorized the establishment of an NEA Constitutional Convention Committee. That committee, chaired by Catharine Barrett of New York (now NEA president), held its first meeting in December of that year.

In the spring of 1970, the Con Con committee presented its report, calling for an organizing meeting of Con Con delegates following the 1971 NEA Convention and a major Con Con session during the summer of 1971.

The 1970 NEA Representative Assembly, meeting in San Francisco, accepted the committee's recommendations and authorized the plan calling for several Con Con sessions and for review of the proposals by the 1972 Representative Assembly.

During the winter of 1970-71, Con Con hearings were held around the country, taking testimony from members and gathering their ideas.

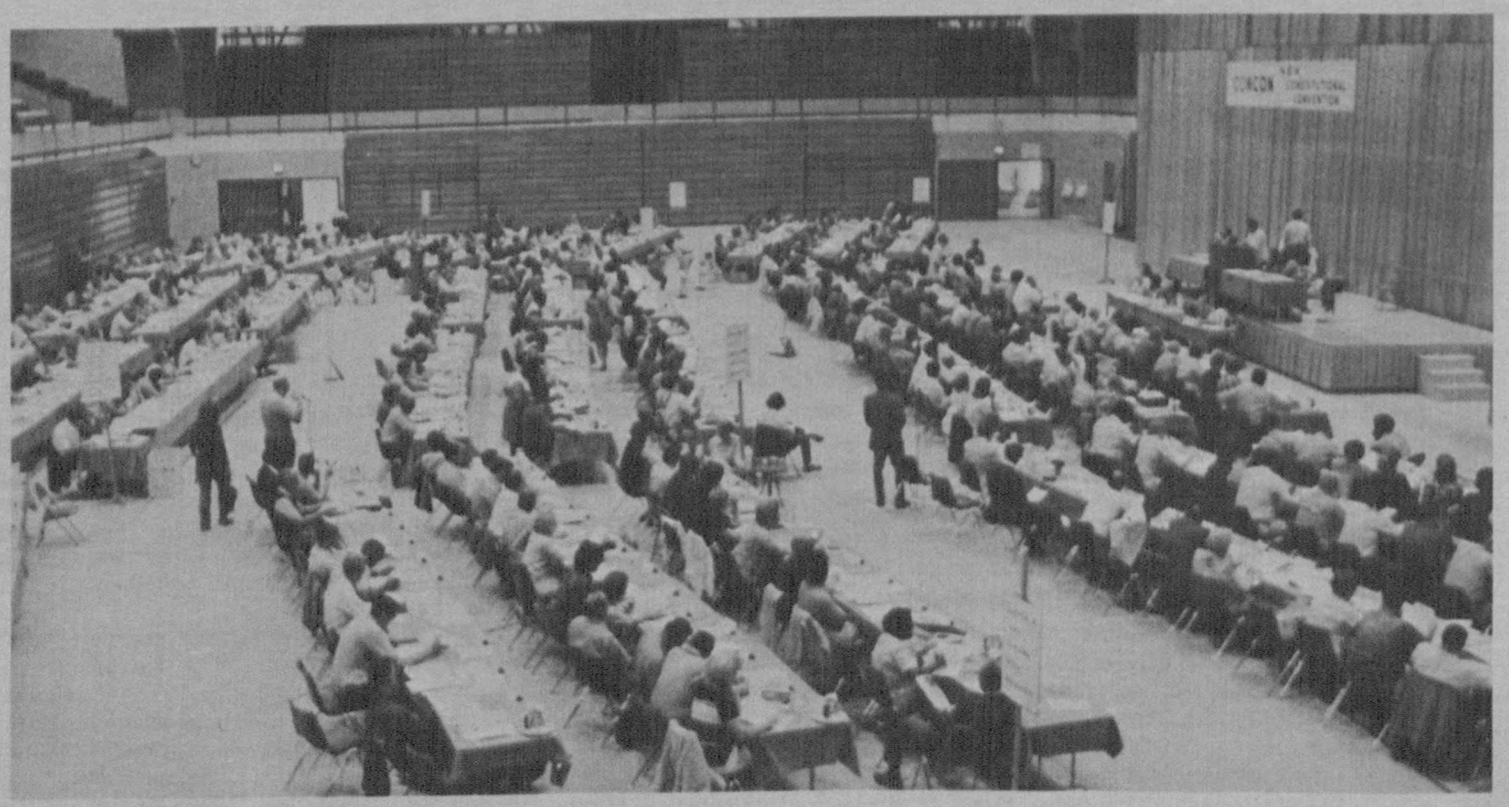
The first major Con Con session was held in Colorado Springs, Colorado, in July and August, 1971. The 484 delegates represented local and state education associations as well as national NEA-related organizations. Gene Duckworth of Michigan served as chairman.

The Fort Collins draft of a proposed new constitution and bylaws was presented to the NEA membership last fall (the documents appeared in full in the September 1971 NEA REPORTER).

Between October 1971 and March 1972, NEA members were given the opportunity to learn about the first draft of the documents and to comment on it. Members' comments were turned over to each state's elected Con Con delegates.

In March, the Con Con delegates reconvened in Minneapolis to revise the proposals. The revised document was then presented for a vote of the NEA Representative Assembly meeting in Atlantic City, New Jersey, this past summer.

The Representative Assembly, after debate during which all amendments were rejected, adopted the final Con Con document by a vote of 4,154 to 2,175. The Con Con document now goes to the eligible NEA membership for a "yes" or "no" vote by mail ballot.



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NEA LOBBYING PAYS OFF

CONGRESS REJECTS NIXON BID FOR BUDGET-CUTTING POWER

Three weeks of intensive lobbying by NEA and other concerned organizations paid off last month as Congress rejected a bid from President Nixon to give him power to cut Congressionally approved programs in order to keep federal spending below $250 billion.

While not opposing a spending limit per se, NEA had warned that education would likely be a big loser if the President controlled the purse strings and that unlimited executive power over funding would destroy the historic system of checks and balances on which our government is founded.

Earlier, the House approved the cutting-authority proposal, but the Senate balked. After a complicated series of maneuvers to limit how cuts would be made, no agreement could be reached. The Senate finally junked the $250 billion spending-limit provision entirely, sending the noncontroversial remainder of the bill back to a House-Senate conference, where conferees quickly agreed to the stripped-down measure. It passed by voice vote in both houses. An amendment to the bill (HR 16810) requires the President to report to Congress any appropriated funds not spent.

The resulting bill increases the public debt limit and allows Puerto Rico and nine states with chronic unemployment to extend federally subsidized unemployment compensation an extra 13 weeks, even if the jobless rate is not high enough to qualify for that exception under present regulations. The nine states are: Alaska, Maine, Massachusetts, Michigan, Nevada, New Jersey, Rhode Island, Vermont, and Washington.

APPROPRIATIONS BILL

Congress sent to the President a compromise HEW-Labor appropriations bill to replace the one vetoed by him in August. The bill retains the vetoed $30.5 billion total but empowers the President to cut this to $29.3 billion, though no program may be cut more than 13 percent. Education funds will run about $4.1 billion—or 13 percent less if all permitted cuts are made.

Congress also approved an emergency resolution giving the HEW and Labor Departments authority to continue basic spending through February in case the President should veto the bill again.

Included in a general supplemental appropriations bill (HR 17034) sent to the President was about $1.1 billion for programs under the Education Amendments of 1972—which in June authorized $20 billion over three years for higher education and desegregation aid.

The administration had refused to request funding for this year until pressured by Congress and even then asked for just $1.2 billion, with nearly half earmarked for desegregation aid, but promised a supplemental request in January for "most of the higher education programs."

The bill as passed cuts the requested desegregation aid to $270 million and provides $577.5 million for higher ed programs and $92 million for the National Institute of Education. Lesser sums go to the new HEW assistant secretary for education,

(See CONGRESS, page 2)

Con Con voting under way

NEA members are taking part this month in the largest teacher referendum in American history—a vote for approval or disapproval of the proposed new constitution and bylaws for the Association.

Ballots were placed in the mail November 1 to all active, life, and retired NEA members as of May 31, 1972. An independent auditing firm, Price Waterhouse & Co. (1801 K Street, N.W., Washington, DC 20006) is handling the mailing, tabulating, and checking of ballots. An eligible member who does not receive a ballot by November 7 should write to Price Waterhouse.

Results of the balloting are expected sometime in January.

A special issue of the NEA REPORTER—telling of NEA official actions on Con Con and including the text of the proposed documents—has been mailed to all members.

TEACHER POLITICAL ACTION DAY

The NEA Representative Assembly has designated Election Day—November 7—as Teacher Political Action Day. Thousands of teachers, through their local, state, and national political arms, worked

(see POLITICAL ACTION, page 4)

CONGRESS ACTS...

(Continued from page 1)

educational renewal, library resources, and Indian education.

Congress also passed a compromise $5.4 billion social security-welfare bill including NEA-backed provisions. The measure will benefit teachers in 21 states who are not under social security by: (1) equalizing federal income tax credits for retirees who have not previously received the same break as those under social security, and (2) making these non-social security retirees eligible to buy into the medicare hospitalization program. Hospital benefits will be available through individual payments of premiums or—for public employees—through group purchase arranged with HEW by the state government.

The compromise revenue-sharing bill passed October 18 and was sent to the White House. The measure will pour some $30 billion over five years into state and local government treasuries.

There are no restrictions on how states spend their shares, so education can benefit considerably—if educators can convince state governments that money for schools should be a top priority. Local governments, however, who get two-thirds of the money, are limited to spending for public safety, environmental protection, public transportation, health, recreation, libraries, social services for the poor or aged, financial administration, and "ordinary and necessary capital expenditures authorized by law." The last category includes school construction.

Distribution of funds is based on complex formulas, taking into consideration population, tax effort, and need as measured by per capita income. Some 39,000 checks are set to go out in December for the first installment—$2.65 billion—which covers January-June 1972. The next installment, for July-December 1972, is due in January; after that payments will be quarterly.

With all the voices clamoring for a share of the state pot, NEA's government relations unit urges state and local associations to impress on state officials and legislatures—or whatever body allocates revenues—the difference these funds can make in the present school finance crunch.

New Jersey Gov. William Cahill has already announced that he will ask his state legislalature to approve $40 million of the state's $54.5 million share as education aid. Cahill said this would represent a 20 percent increase of the state's basic school-aid formula.

Other major education-related legislation enacted since the 92nd Congress was convened in January 1971 includes:

- U.S. Office of Education Appropriation (PL 92-48, signed into law July 9, 1971, providing $5.02 billion for USOE-administered program in fiscal 1972
- 18-year-old vote (26th Amendment to the U.S. Constitution), ratified on June 30, 1971
- Public Service Employment Act (PL 92-54), providing $2.25 billion for 150,000 federally backed jobs in the public sector for fiscal 1972 and 1973
- School Lunch Act (PL 92-153), signed November 5, 1971, directing the U.S. Department of Agriculture to provide free or reduced-price lunches to all needy children
- Copyright Amendment (PL 92-140), signed November 11, 1971, creating limited copyright in sound recordings
- Economic Stabilization Act (PL 92-210), signed December 12, 1971, extending presidential authority to impose wage and price controls until April, 1973, and granting teachers retroactive pay increases
- Equal Employment Opportunities Commission (PL 92-261), bringing teachers under EEOC and giving the agency the power to bring suit against private employers and to request the U.S. Attorney General to sue public employers
- Equal Rights Amendment, a Constitutional Amendment giving women equal rights
- Omnibus Higher Education Act (PL 92-318), expanding and revising most higher education laws and creating new programs of institutional and student aid
- Economic Opportunity Extension (PL 92-424), extending the Economy Opportunity Act for two years and authorizing $4.8 billion for antipoverty programs, including Head Start.

In addition to presenting testimony in writing to Congressional committees, NEA President Catharine Barrett confers frequently with individual Congressmen. Here she talks with Rep. James M. Hanley (D-N.Y.), her Congressman from Syracuse. Hanley is chairman of the subcommittee on employee benefits, House Committee on Post Office and Civil Service.

NEA study group criticizes South Carolina school climate

Charging that suppression of dissent and stifling of initiative characterize the climate of public education in South Carolina, an NEA special committee has outlined a plan designed to bring democracy to the state's public schools.

In its report summarizing a year-long study of educational problems in South Carolina, the NEA committee singled out the state's system of school governance for its failure to "provide any decisive or coherent direction to employee-employer relationships in the schools."

Power over school matters in most South Carolina districts rests with county legislative delegations, the report noted. These delegations comprise the General Assembly; it is upon their nomination that members are appointed to the State Board of Education and to most of the county boards. In turn, these county boards appoint a majority of the local school district boards of trustees. As a result, members of school boards—at both state and local levels—find themselves accountable to legislators rather than to the public.

The NEA report states that South Carolina's school governance system represents "a powerful force against political and social change." The system, according to the report, merely tends to perpetuate entrenched political power structures.

The NEA committee recommends a three-pronged action program for school governance reform: political action by teachers to elect candidates who are friends of education, lobbying action designed to change illogical school laws and establish basic statuory protection of teachers' employment rights, and court action to extend the reach of constitutional protection to all teachers in the state.

The NEA committee studied educational problems in South Carolina following a request made last October 23 by The South Carolina Education Association. On January 31, 1972, the study was authorized by the NEA Commission on Professional Rights and Responsibilities.

Chairman of the study committee is Posey Smith, a classroom teacher from Jackson, Mississippi. Other members include Leon Felix, a classroom teacher from New Orleans; John T. Burke, a principal from Bethlehem, Pennsylvania; S. John Davis, division superintendent of Fairfax County, Virginia Public Schools; Elise Grossman, vice-president of the Delaware State Board of Education; Earl Hinton, education professor at Glassboro (New Jersey) State College; Larry Intveld, a counselor from North St. Paul, Minnesota; and Hope Kading, chairman, Legislative Coordinator, Idaho Parent-Teacher Association, and commissioner, Education Commission of the States.

The thrust of the report is that teachers serve literally at the whim of the school administrators and seem to forfeit their constitutional rights the moment they are employed.

The committee found severe deficiencies in South Carolina in the areas of uniformity and adequacy of teacher employment contracts, employment termination procedures, provisions for resolution of employee-employer disputes, evaluations, teacher certification standards, and cooperative determination of matters affecting terms and conditions of employment.

In order to correct a system which stifles teacher initiative and causes the creative teacher to fear for his continued employment, the NEA committee offered a series of recommendations, including these:

- Either through statute or State Board regulation, all school districts in the state should be required to issue written contracts in conformity to contractual standards prescribed by the State Board of Education. These standards should include certain basic guarantees regarding salary, length of contract term, general subject area, grade level and school assignment, length of school day, and protection against nondisciplinary transfer or change in assignment resulting in reduction of salary or rank; and further requiring that all districts issue contracts no later than April 15.
- The State Board and State Department of Education and the legislative committees studying these matters should consult with the SCEA and the South Carolina Association of Classroom Teachers (ACT) in development of a proposed fair dismissal law for introduction to the 1973 General Assembly.
- As the body with ultimate responsibility for public education in the state, the South Carolina General Assembly should recognize that it has an obligation to take prompt and decisive action to ensure that no teacher shall be required to forfeit constitutional rights as a condition of employment in South Carolina public schools; the General Assembly's first step in carrying out that obligation should be to adopt a fair dismissal law that guarantees teachers the basic elements of due process. . . .
- The SCEA should insist upon being consulted by the State Board of Education as it develops grievance procedure criteria; the association should give publicity to its efforts to negotiate with the State Board; it should keep its members fully informed of progress made in these negotiations; and it should greatly expand its leadership training effort to develop expertise at the local level in the strategies and objectives of grievance administration—both in matters involving employment termination and in grievances of less extreme nature.
- The SCEA should review the procedures and philosophy of its PR&R Commission with a view toward making PR&R assistance more easily accessible to members, and toward directing the PR&R Commission to a position of member advocacy.
- The State Board and State Department of Education, with active participation of the various public-school-related organizations of the state, should formulate evaluation guidelines, which school districts can adapt to their local circumstances for the benefit of teachers, students, and school systems.
- The State Department of Education should continue and expand its effort to provide training in personnel administration for local school administrators with specific emphasis on offering evaluation training programs to building principals—through the conduct of workshops and through providing consultative assistance in the establishment of local school district training programs.
- The State Board of Education should re-examine its certification policy and should make the necessary revisions to eliminate current use of the National Teacher Examination.
- The State of South Carolina should place emphasis, not on penalizing educators for the effects of past discrimination, but on the appropriation of funds and the development of programs to improve teacher skills in areas of identified deficiency, and to improve the quality of current teacher education programs.
- The SCEA, together with the SCACT, should work actively with local associations in the effort to obtain negotiation rights—particularly in those districts where progress has already been made.

nea reporter

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EDPRESS

Teachers strike in Delaware

The first teacher strike in the history of Delaware took place October 5 and 6 when De La Warr teachers walked out. Teachers ratified an agreement October 8 and returned to classes October 9. Salary was not an issue in De La Warr; in dispute were some 56 items under negotiation, including association requests for uniform disciplinary procedures and improved teaching conditions.

Nation urged to use unemployed teachers

NEA president appeals to leaders

NEA President Catharine Barrett has asked President Nixon, Sen. George McGovern, and members of Congress to use their influence "to help transform a serious national problem—the unemployment of a record 111,000 school teachers—into an unprecedented opportunity for the nation's nearly 50 million public school students."

Mrs. Barrett, in a letter to federal leaders last month, said the large supply of qualified teachers, many of whom "must mark time while education deteriorates, can and should be utilized in bolstering and improving education." She deplored the "waste of talent in a field closely tied to the well-being of our nation's children and to the welfare of all America."

There would be no teacher surplus, the NEA president said, if all schools were brought up to even minimum acceptable standards of staffing and programs. In fact, she said, there would be a shortage this year of 660,000 teachers under such circumstances.

"Underutilization of qualified teachers rarely stems from a district's unwillingness to provide better education for its children," Mrs. Barrett said. "Rather, the lack of improvement despite the availability of professional talent results from the financial plight of a large and growing number of districts throughout the nation."

Mrs. Barrett told the nation's leaders that NEA believes the major road to improvement of all the schools is "a much greater financial contribution by the federal government," and she reiterated NEA's call that the federal share of all school costs increase to one-third by 1976.

NEA data show 111,000 out of work

The NEA Research Division said last month that the 1972 supply of college and university graduates completing preparation to enter public-school teaching has surpassed the record level reported last year. At the same time the number of additional teachers to be employed to handle increased enrollments is at the lowest point in recent history.

As a result, the division said, about 111,000 qualified 1972 graduates are still seeking but will be unable to locate employment as public-school teachers in fall 1972. Because this imbalance of the supply with the demand for beginning teachers has widened during each of the past three years, unemployment or mis-employment of teachers has reached critical levels.

The increased supply this year has again reduced the extent that shortages are being reported but shortages are continuing for qualified persons to fill positions in some assignments and in some localities. However, if schools were to increase their progress toward *minimum* standards of quality in educational staffing this year, the number of additional teachers needed would be six times as large as the number of 1972 graduates currently looking for teaching jobs.

ENROLLMENT GROWTH

Enrollment growth will require the addition this year of about 23,000 teaching positions in public elementary and secondary schools. This increase is the lowest in at least 20 years. The alleviation of the *general* condition of teacher supply and demand this year is illustrated by the fact that the number of positions being added for fall 1972 is less than one-half of the number of new positions created during each year between 1954 and 1969, while the size of the graduating class prepared to enter teaching has been more than three times the 1954 level since 1969.

POTENTIAL TEACHERS

Record numbers of qualified potential teachers are expected to complete their preparation in time for entry into classrooms in fall 1972: 127,088 for elementary-school asignments, 182,715 for secondary-school assignments, and 14,296 for assignments in special education at either level. At the elementary level this is an increase of 0.2 percent over last year; at the secondary level, 4.6 percent; and in special education, 19.8 percent.

Evidence from colleges and universities preparing graduates for initial entry into teaching shows that unemployment in the teaching profession has become a serious national problem. The proportion of teacher education graduates reported to be continuing to seek a teaching job on November 1 following their graduation ranged between 1 and 2 percent each year prior to 1968, increased to 2.5 percent in 1969, increased again in 1970 to 4.6 percent, and reached an all-time high of 7.8 percent in 1971. In addition, the institutions had no follow-up information about the employment status of 22.5 percent of their 1971 graduates prepared to enter teaching, many of whom probably are either unemployed or have settled for employment in positions for which a college transcript is not needed.

This increasing oversupply of qualified beginning teachers is contributing to increased unemployment among experienced teachers who have interrupted their careers to move, to return to college to improve their preparation but did not have sabbatical leave safeguards, or to attend to family responsibilities. It is not possible to estimate the number of teachers involved in this type of unemployment, but impressions reported by respondents in state departments of education and in large school systems indicate that the numbers are increasing rapidly.

ADDITIONAL DATA

To supplement its teacher supply and demand study, the NEA Research Division took two special surveys this year.

In one survey, the division asked personnel officers in each of the nation's 80 largest school systems about teacher supply and demand in their systems as of the last week in July. The systems responding (71 of the 80) indicated they had 820 positions open, many fewer than in past years (when the openings have run from 1,420 last year to 7,843 in 1967).

Another survey was directed to the person having responsibility for teacher education and certification in each state department of education. These persons were asked to report their general impression of the teacher supply and demand situation in their state as of the last week of July. The table below summarizes their responses this year and for the past six years.

TEACHER SUPPLY AND DEMAND REPORTED BY STATE DEPARTMENTS OF EDUCATION

General condition of teacher supply and demand	Number of states reporting condition as of fall 1966	1967	1968	1969	1970	1971	1972
1	2	3	4	5	6	7	8
Substantial shortage of applicants	20	19	5	2	0	0	0
Some shortage of applicants	11	14	17	12	2	0	1
Shortage of applicants in some subject subject areas and excess in others	8	11	19	32	35	24	20
Sufficient applicants to fill positions	0	1	1	1	7	0	2
Some excess of applicants	0	0	0	2	1	11	9
Substantial excess of applicants	0	0	0	0	4	13	15
Valid appraisal not possible with present information	11	5	8	1	1	2	3

Portland, Oregon teachers vote to oust union

The Portland (Oregon) Association of Educators—by a smashing turnaround vote—has recaptured bargaining rights lost to an American Federation of Teachers local last year. Teachers gave the association 1,494 votes to 1,136 for the union in a mail ballot. In 1971, the AFT local won 1,909 to 930.

NEA's Northwest Regional Office worked with local and state education association leaders to bring about the dramatic turnaround. An NEA spokesman said the thing that changed teachers' minds in Portland was the "total ineffectiveness" of the AFT affiliate during its past year as bargaining agent.

POLITICAL ACTION BY TEACHERS HITS NEW PEAK

(Continued from page 1)

to give teacher power its greatest impact in history on the nation's political process.

"The political power we hold is being felt nationally to a greater degree than ever before," says NEA President Catharine Barrett.

"Those elected officials who, such a short time ago, ignored us are now seeking our counsel in educational issues," declared Mrs. Barrett. "This change in attitude is due, in large measure, to our local and state political efforts."

At NEA Convention in Atlantic City last June, the Representative Assembly voted that the fall general election day annually be designated as Teacher Political Action Day and that the Association and its state affiliates plan and coordinate appropriate activities in support of the day's objective.

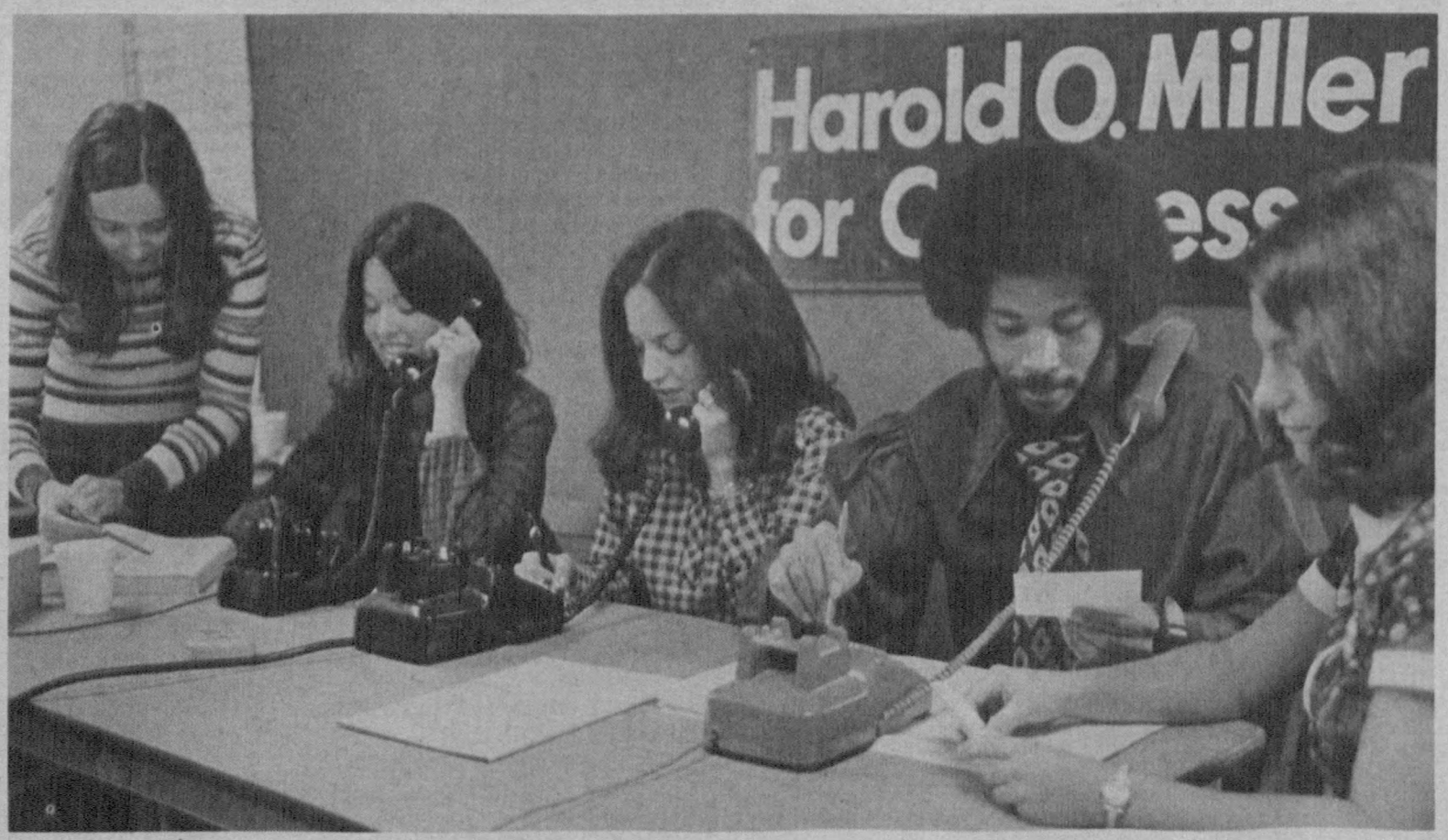
Statewide political action committees (PAC) have been organized in 42 states along with hundreds of local committees to work in local, state, and national races. The NEA Political Action Committee (NEA-PAC) was formally organized this year to focus exclusively on national races. NEA-PAC and Target '72, the united profession's thrust to elect friendly congressmen, is a cooperative political effort between local and state PAC groups and the NEA. Teachers and students also sponsored get-out-the-vote and voter registration drives as part of the political education program.

The photos on these pages represent only a small fraction of the thousands of teachers who are involved in political action and political education. Teachers in all 50 states have been working to get candidates elected who are committed to education.

(In the photo on page 1, Bud Davis, president of Idaho State University and candidate for U.S. Senate from Idaho, is surrounded by teachers and other campaign boosters after winding up a rally in Boise.)

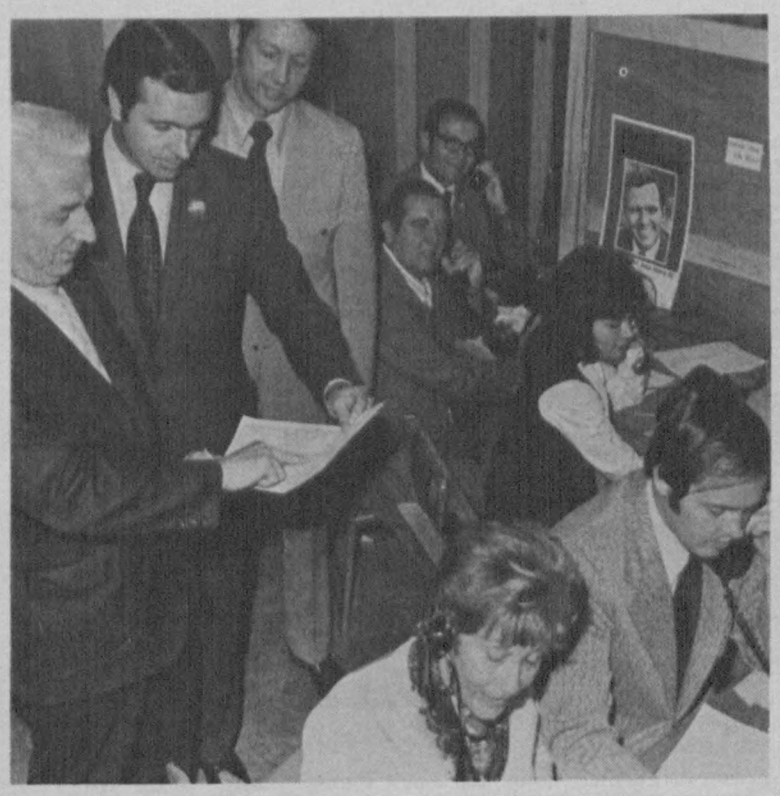
Democratic Congressional Candidate Phil Sharp of Indiana (standing center) confers with teachers from the Muncie Education Association (left to right) Ruth Fox, Mary Alice West, and Ron Bullock, who are going over registration lists. Standing at right is Dick Frayee of the Jay County Teachers Association. Candidate Sharp is political science professor at Ball State Teachers College, Muncie.

Pat Keating (right), president-elect of the Salinas (California) Union High School District Teachers Association, confers on campaign matters with Julian Camacho, Salinas Democratic Congressional candidate.

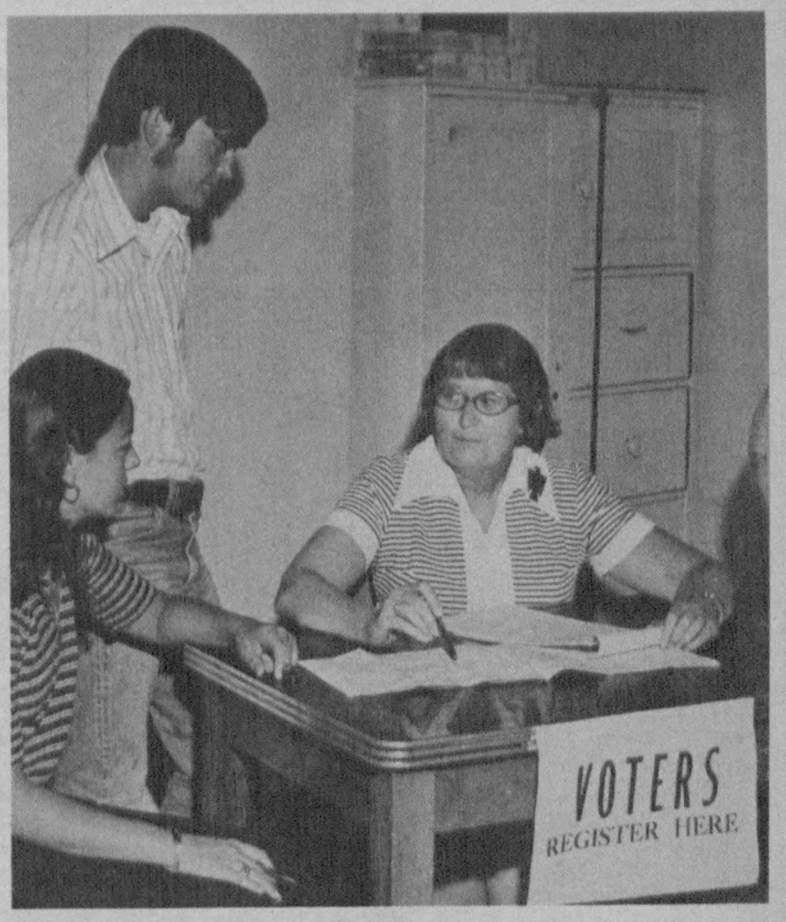


Teachers from Arlington County, Virginia, show their enthusiasm as they work diligently in the campaign headquarters of Harold O. Miller, Democratic Congressional candidate in Northern Virginia.

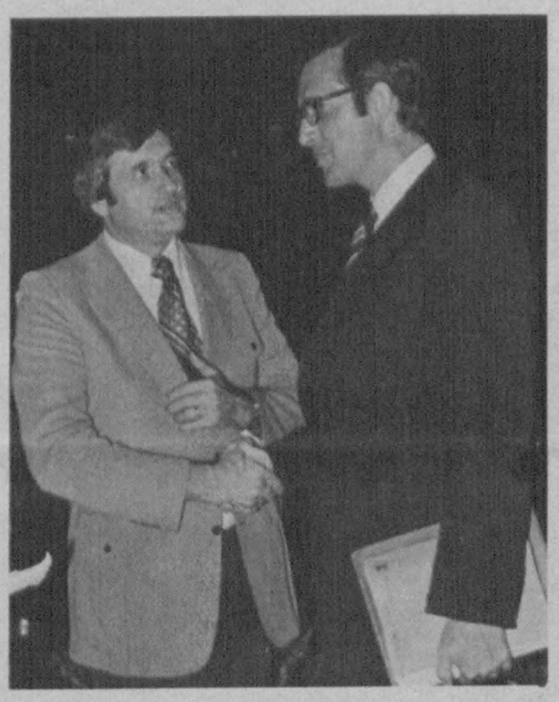
POLITICAL ACTION



Republican Rep. John Heinz of Fox Chapel, Pennsylvania, gets a helping hand from teachers in suburban Pittsburgh, shown busily at work in his campaign headquarters. Walter Radishek (left), Western Pennsylvania Regional PACE director, confers with Congressman Heinz as John Yarnovic looks on. Seated from left front on telephones: Mildred I. Horn, Raymond E. Dittner, Marlene Eaton, Helenann Crovosky, Thomas White, and Douglas R. Bentrem.



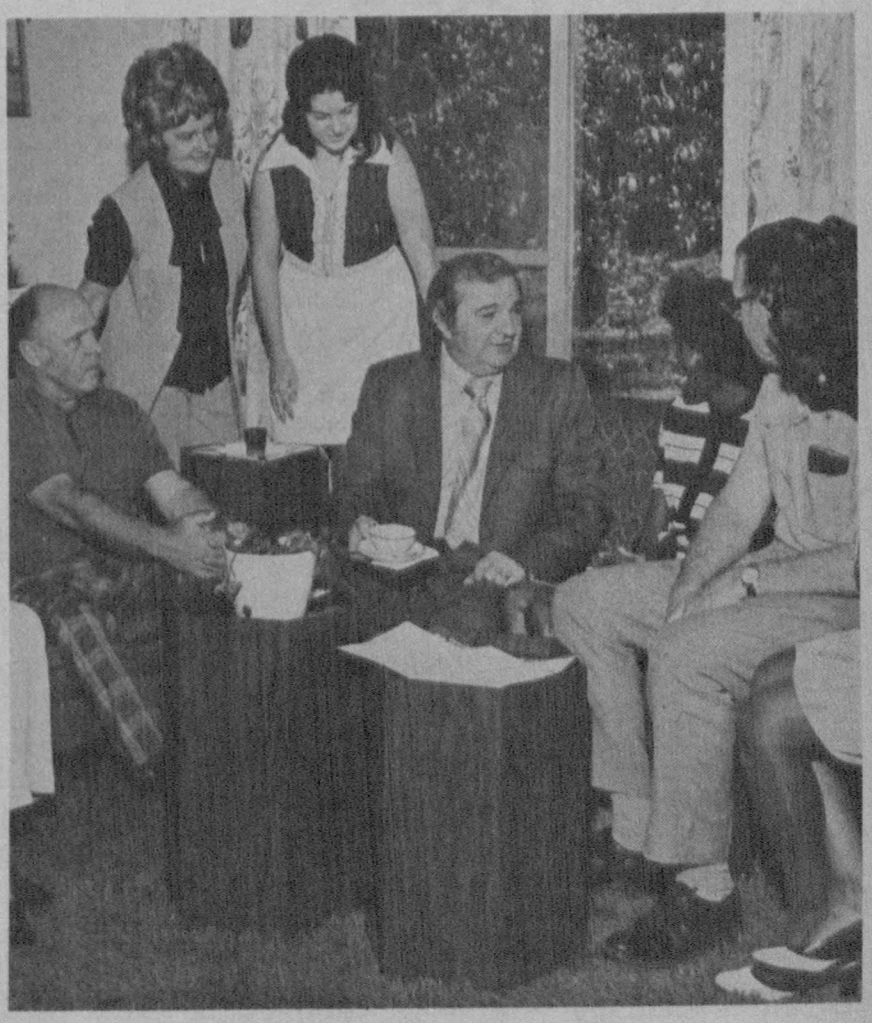
Marjorie Murr Logan, teacher of English and Latin at Salinas (California) High School, registers two high school students as part of a registration drive to sign up 18-year-olds. Registration was conducted in school to serve students as they became 18.



Robert Flores of Riverside, California, confers with U.S. House of Representative Candidate Ernest Robles at site of new high school under construction. Flores will be principal when school is completed. Robles, a Democrat, is employed by the Riverside Unified School District as Director of Equal Educational Opportunities.

Democratic Congressional Candidate George Brown (seated fourth from right) is feted by teachers at the home of Dr. and Mrs. Amos Issac, Redland, Calif., where a discussion of the candidate's views on education took place.

West Virginia Education Association executive secretary James Stone welcomes gubernatorial candidate John "Jay" Rockefeller to the WVEA annual convention. Rockefeller outlined his program for education during his appearance before the group. Gov. Arch A. Moore, Jr., candidate for re-election, also addressed the convention.



Eighty-five percent of PACE-supported candidates won their primary races in a tremendous victory for PACE and teachers in Georgia. Teachers Bonnie Bell (left) and Tilly Gray prepare campaign materials for distribution at a shopping center in Marietta.

NEA TRAVEL PRESENTS A MUSIC FESTIVAL AT SEA

These musical stars, with host Jan Peerce, will demonstrate their virtuosity for NEA travelers on A Musical Festival at Sea *this spring.*

APPLICATION FOR RESERVATION—A MUSIC FESTIVAL AT SEA

TO: NEA Educational Travel Division
1201 16th St., N.W.
Washington, DC 20036

Please reserve _____ cabin(s) for _____ person(s) at:

INDICATE 1st, 2nd, & 3rd CHOICE OF CABIN SPACE:

_____ $495 (inside cabin, upper & lower beds, shower)
_____ $525 (inside cabin, upper & lower beds, shower)
_____ $580 (inside cabin, upper & lower beds, shower)
_____ $660 (inside cabin, upper & lower beds, shower)
_____ $840 (outside & inside cabins, two lowers beds, bath or bath/shower)

Name _____

Address _____

City _____ State _____ Zip _____

Deposit Enclosed $_____ ($200 per person)

Cancellation fee: $15.00

A Music Festival at Sea

April 18-28, 1973, from New York.

Ports of Call: Bermuda/St. Barts/Martinque/St. Thomas.

Rates: From $495 to $840 per person, double occupancy, subject to availability.

Here is a new adventure in aesthetics for NEA members, their families and friends—a luxurious cruise on the *S.S. Rotterdam*, flag ship of the Holland American Line and the world's foremost cruise liner and concert hall, with many different artists to entertain throughout the cruise. Several different ports of call. Exciting and exacting standards for performing excellence and passenger comfort.

Enjoy a leisurely, carefree cruise. There's a glorious, expansive sense of timelessness, an ambiance that enhances and intensifies this unique cultural experience. Further, enjoy top entertainment nightly by world-renowned concert artists, hosted by Jan Peerce. The illustrious artists on board encompass an amazing array of musical virtuosity. They are among the most celebrated artists of our time. Every one of them will perform in an extraordinary series of daily evening programs at sea. Informal afternoon discussion groups with prominent music experts and critics will create a new dimension in the enjoyment of classic vocal and instrumental music.

Aboard this splendid resort ship participants will relax on spacious sundecks and in elegantly appointed salons. Find intimate bistros, snuggeries, cocktail lounges, gourmet cuisine round the clock. Browse in smart ship-shops. Make a decision: indoor or outdoor swimming pools? Work off some of that sumptuous dining playing deck tennis or shuffleboard. Jog around the sundeck. Improve ones golf game with the ship's pro. *Gratuities are not required.*

Space is limited, and early reservations are advisable. Complete the application form and mail it today with your deposit check. If you are traveling alone, and would like to be roomed with another NEA member, please state this on your application.

The exclusive travel opportunities outlined on these pages are arranged through the NEA Division of Educational Travel and those state education associations jointly sponsoring many of the travel programs. The NEA Travel Division works to provide a variety of tour and charter flight programs geared to the needs of members. All programs are checked out in advance and backed by the division.

SPRING IN MALLORCA

Spring in Mallorca (EM)
Dates: April 21-28, 1973.
Price: $299 (+10% tax/service).
Meals: Continental breakfast and dinner daily.
Transportation: via World Airways chartered 707 jet from Philadelphia.

Eligibility: Membership in NEA for at least six months prior to the date of departure is required by the C.A.B. (Civil Aeronautics Board) since the tour is based on charter airfare. Members of the immediate family of the NEA member (limited to spouse, dependent children, and parents of the member only living in the same household) may also participate. Brothers, sisters, cousins, friends, etc., are not eligible.

Included in this tour are six nights, seven days in beautiful Palma de Mallorca, pearl of the Mediterranean holiday islands; deluxe accommodations (twin-bedded rooms) in the Hotel Melia Mallorca; continental breakfast and dinner daily *with coffee and wines included;* round-trip airfare Philadelphia/Palma; transfers between airport and hotel; and baggage handling.

Travellers on this tour will be welcomed with a cocktail on arrival in Mallorca; a complimentary bowl of fresh fruit will await in each hotel room. Also included is a farewell gala with flamenco show and dancing to a live orchestra, as well as free champagne on the day of departure.

No scheduled activities are planned so that tour members can be completely free to pursue their own interests. (Optional sight-seeing tours are available.)

GUATEMALAN FESTIVAL

Guatemalan Festival (EG)
Dates: April 14-21, 1973
Price: $329 (+ $30 tax/service) from New Orleans; $397 (+ $30 tax/service) from New York or Washington, D.C.
Meals: 12 meals included.
Transportation: via Pan American World Airways jet.
Eligibility: NEA members, their families and friends.

Features of this tour include eight days, seven nights in Guatemala; round-trip jet flight via Pan American World Airways jet; first-class hotel accommodations (twin-bedded rooms); 12 meals in Guatemala; transfers between airport and hotel; and sight-seeing as scheduled.

Sight-seeing includes a full-day excursion to the area of San Jose and Escuintla, a vertible tropical dreamland on the Pacific coast, the agricultural center of the country; city tour of Guatemala City, which will include Central Park, the cathedral, National Palace, and the Giant Relief Map. Afternoon drive to beautiful Lake Atitlan. Morning motor launch trip across Lake Atitlan to visit Santiago de Atitlan. Morning departure for Chichicastenango to see the natives dressed in fantastic tribal costumes, mingling in the famous market and participating in the ancient religious rites on the steps of the 400-year-old Church of Santo Tomas. Complete sight-seeing in Antigua will be provided; it will be during the celebration of Holy Week. One cannot help but be caught up in the gaiety, excitement, and fervor that are ever present during the observance of this important holiday in Guatemala.

Note: There is also an optional air excursion available to the ruins of Tikal, which would replace the full day excursion to San Jose and Escuintla, at the additional cost of $25.

Single accommodations are $50 additional.

Application for Reservation

Spring in Mallorca (EM) or
Guatemalan Festival (EG)

TO: NEA Educational Travel Division
1201 16th St., N.W.
Washington, DC 20036

Enclosed is my deposit of _____ ($200 per person).

Please reserve _____ space(s) on _____
(code letters of tour desired)

Name _____
(List additional names on separate sheet.)

Address _____

City _____ State _____ Zip _____

I affirm that I meet the eligibility requirements for the tour of my choice.

Signed _____ Date _____

There is a $15 cancellation fee on all tours.

BUDGET AROUND-THE-WORLD TOURS
SWINGING GLOBETROTTER

If you have long dreamed of someday taking that trip around the world, the summer of 1973 is the time to make this dream a reality. NEA's Travel Division has scheduled four different departures for Swinging Globetrotter (RW-3, 4, 5, & 6), a budget-priced around-the-world tour. Price is just $1,698 from San Francisco.

Dates: RW-3—June 29-July 28; RW-4—July 6-August 4; RW-5—July 13-August 11; RW-6—July 20-August 18.

Meals: Continental breakfasts throughout and meals in flight per regular meal service.

Accommodations: Moderate-first-class hotels throughout, twin-bed rooms.

Eligibility: Because the tours are based on affinity group air-fare rates, participants must have been members of NEA for at least six months prior to the date of departure. Members of the immediate family of the NEA member (limited to spouse, dependent children above the junior year in high school, and parents of the member only living in the same household) are also eligible at the same rate. Nonmembers of NEA who are accompanying an NEA member may travel with the group, but the airlines require that they pay the higher, regular airfare. (Rate will be quoted upon request.) Another airline requirement is that if cancellation of a reservation is made less than 30 days prior to departure date, a minimum of 75 percent of the amount paid for the air ticket will be refunded.

Possible changes in itinerary: Itinerary, prices, and dates are subject to change. On all around-the-world tours, itineraries are subject to alterations depending upon conditions at the time of tour departure.

1st day—SAN FRANCISCO. Fly from hometown airport to San Francisco. Evening orientation.

2nd day—SAN FRANCISCO/TOKYO. Leave for Tokyo around 1 p.m., via Japan Air Lines jet. Loss of one day in crossing the International Date Line will result in arrival in Tokyo on the evening of the third day.

4th & 5th days—TOKYO. Morning city sight-seeing includes the Imperial Palace Plaza, Meiji Shrine, and the shopping lane of Asakusa. One day at leisure.

6th day—TOKYO/HAKONE. Morning departure by motor-coach for Hakone National Park. Enroute, visit the Sony factory and Kamakura Daibutsu, the great image of Buddha.

7th day—HAKONE/KYOTO. Morning cruise on Lake Hakone takes you close to sacred Mt. Fuji. Continue to Atami via the Ten Province Pass. Board the train at Atami for Kyoto.

8th & 9th days—KYOTO/OSAKA/HONG KONG. On the morning of the 8th day, visit Sanjusangendo (a Buddhist temple), the Golden Pavilion, the Heian Temple, and Nijo Castle. Remainder of day at leisure. On the morning of the 9th day, drive to Osaka to board the plane for Hong Kong, arriving in mid-afternoon.

10th & 11th days—HONG KONG. Morning excursion of Hong Kong Island includes Tiger Balm Gardens, Happy Valley, Repulse Bay, Aberdeen, and a ride by funicular railway to Victoria Peak. Remainder of time free in this exciting shoppers' paradise.

12th through 14th days—HONG KONG/BANGKOK. Afternoon flight on the 12th day to Bangkok, Thailand. Morning on 13th day, ferryboat ride on the Chao Phraya River to see the floating markets. See the Temple of the Dawn and the royal barges. Remainder of 13th day (and 14th day) at leisure.

15th & 16 days—BANGKOK/DELHI. Early afternoon flight to New Delhi, India. On 16th day, leave by Taj Express train for Agra. Upon arrival, proceed for city sight-seeing at world-famous Taj Mahal, Agra Fort, and Itmad-ud-Daulah. Afternoon excursion to Fatehpur Sikri, city of red sandstone. Return by train to New Delhi.

17th day—DELHI/KARACHI. Morning sightseeing of Old Delhi, visiting the Red Fort, Jamma Masjid, Taj Ghat, Chandni Chowk, and Feroz Shah Kotla. Evening flight to Karachi, Pakistan.

18th & 19th days—KARACHI. Full-day excursion to Mohenjodaro to visit the archaeological sites and museum. Mohenjodaro ranks as the foremost of the many excavated sites of the Indus Valley civilization. The 19th day will be free.

20th & 21st days—KARACHI/BEIRUT. Morning flight to Beirut, Lebanon. Sight-seeing includes Dog River Valley, the outdoor museum of conquerors' inscriptions; Byblos monuments, dating from 3200 B.C., including the castle area, Crusader Church of St. John the Baptist, port, and city wall.

Two days in Hong Kong are part of the schedule for NEA travelers on the Swinging Globetrotter *tours next summer. The Tiger Balm Garden, shown here, is a mecca for visitors to Hong Kong.*

22nd day—BEIRUT/JERUSALEM. Morning departure by air via Cyprus to Tel Aviv, Israel. On arrival, drive directly to Jerusalem.

23rd & 24th days—JERUSALEM. Full day-and-a-half of sight-seeing includes the Old City, Christian shrines, and the temple area; excursion to Bethany, River Jordan, Jericho, and Dead Sea; and visits to Mt. of Olives, Garden of Gethsemane, and Bethlehem. Half day at leisure.

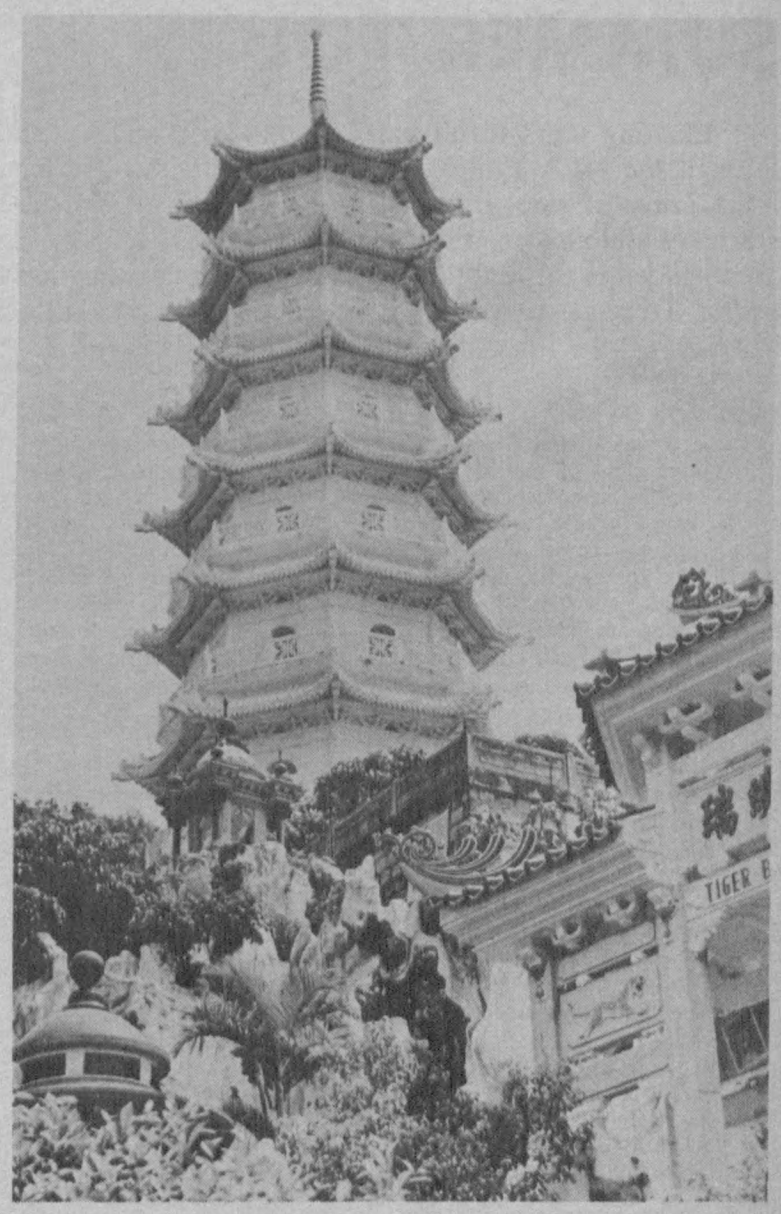
25th & 26th days—JERUSALEM/AMMAN. Drive to Amman, Jordan. On the afternoon of 25th day, travel to the impressive Roman provincial city of Jerash. On the 26th day an optional day's trip (at added cost) may be taken to Petra, with its rock-hewn ancient palaces, tombs, temples, stairs, streets, treasury building, monastery, and sacrificial high place.

27th day—AMMAN/CAIRO. Morning flight to Cairo, Egypt. Afternoon tour of Old Cairo includes a visit to Roman Fortress of Babylon, El Maallaka, Coptic Church, Coptic Museum, Church of St. Sergius, Mosque of Amr, and the Nilometer.

28th & 29th days—CAIRO. Full-day tour to the great Egyptian Museum, Memphis, Sakkara, the Pyramids of Giza, and the Sphinx. On the 29th day, an optional day's excursion may be made by air to Luxor, at supplemental cost.

30th day — CAIRO/NEW YORK. Morning departure via Pakistan Airlines jet for New York's J. F. Kennedy Airport. Continue by connecting flight to your hometown airport.

The NEA around-the-world budget tour also includes India, where travelers may see exotic demontrations such as this Ramayana dance drama.



Application for Swinging Globetrotter Tours Reservation

Applications for reservation of space will be accepted in the order of receipt when accompanied by a deposit of $200 per person. Deposits will be applied toward full price, with balance due six weeks in advance of scheduled departure. Make checks payable to one of the offices listed below.

Please reserve ..... spaces on (code letters of tour) .....

on (date) ..... Enclosed is deposit of

$....., for .....(number of persons)

Name (s) ☐ Mr. ☐ Miss ☐ Mrs. .....
(List names and addresses of other family members on separate sheet.)

Address .....

City ..... State ..... Zip .....

Home Phone No..... (Include area code) School Phone No..... (Include area code)

For rooming purposes only: Your age ..... Your roommate's name (if you have chosen one) .....

.....

(Please include rooming information on any additional names.)

I affirm that I meet the requirements on eligibility for the tour requested.

....
(signature) (date)

Send signed application and deposit to the office nearest you.

Educational Travel Div., NEA
1201 16th Street, N.W.
Washington, DC 20036

IEA-NEA Travel Service
1 South 132 Summit Ave.
Villa Park, Illinois 60181

Eligibility: Participants must have held membership in NEA for at least six months prior to the date of tour departure. Members of the immediate family of the NEA member (limited to spouse, dependent children and parents of the member only living in the same household) may also be included at the same rate. Friends and relatives may accompany NEA members at additional airfare rates.

There is a $15 cancellation fee on all tours.

SUMMER TOURS

Exciting tours to all parts of the world are scheduled for the coming summer through the NEA Educational Travel Division. The complete summer travel book, *NEA Travel's Passport to the World, Summer 1973,* is now available. Day-by-day itineraries of all tours, as well as the list of charter flights to Europe for transportation only, are included in this publication, together with application forms for convenience in applying. To request your copy, complete the coupon at the bottom of this page and mail it today.

NEW FOR 1973

Three Royal Viking Cruises—The Viking ships of the 9th and 10th centuries have been updated by the Royal Viking Line in the 20th century. These ships are literally fit for royalty, and are all Norwegian registry.

All rooms are first class, with private bath and air-conditioning. Prices are based on double and triple occupancy in outside rooms. Transatlantic airfare round-trip from New York City is included in the price. At most ports of call, there will be time for shore excursions on your own.

North Cape Cruise—16 days—$1,390 from New York City.

NCC-1—June 29-July 14, 1973
NCC-2—July 13-July 28, 1973

Meals: All meals included while aboard ship.

Participants will fly from J. F. Kennedy Airport, N.Y., to Copenhagen by SAS jet. After a motorcoach ride around Copenhagen, they will be transferred to the pier to board the cruise ship *Royal Viking Star.* Port's of call include Gotenburg, Sweden; Flaam, Trondheim, and Hammerfest, Norway; before arriving at North Cape to view the midnight sun.

The return voyage will cruise among fjords, stopping at Tromso, Molde, Geiranger, Bergen, and Oslo. Return flight via SAS from Copenhagen to J. F. Kennedy Airport, New York.

Russia/Europe Cruise (REC)—16 days, $1,390 from New York.

Denmark; Sweden; Finland; Russia; Poland; Germany; Netherlands; England.

Dates: July 27-August 11, 1973

Meals: All meals included while aboard ship.

Fly from J. F. Kennedy Airport, N.Y., via Pan American World Airways jet to Copenhagen. Motorcoach ride around Copenhagen before transferring to cruise ship *Royal Viking Star.* Port's of call include Visby, on the Isle of Gotland, and many of the most fascinating port cities of Northern Europe. Included are Stockholm, Helsinki, Leningrad; Gydnia, Poland's port on the Baltic Sea; Hamburg, Amsterdam, and Southampton.

After docking in Southampton, participants go by motorcoach to London to board the return flight to J. F. Kennedy Airport, New York.

Summer Festival (SF)

Dates:

SF-1—June 25-July 10, 1973
SF-2—July 2-July 17, 1973
SF-3—July 4-July 19, 1973

Price: $850 from New York.

A must for theater lovers, *Summer Festival* begins with an on-broadway theater production in New York City before the flight via Pan American World Airways jet to London, where two more theater performances await. Then on to Munich, Germany; Vienna and Salzburg, Austria; and Lucerne, Switzerland, for many other cultural experiences, concerts-in-the-park, etc.

Return flight from Zurich, Switzerland, to New York via Swissair jet. Included in the tour price are continental breakfasts in London, Vienna, and Zurich; continental breakfasts and dinners in all other cities outside the USA.

Italian Interlude & Greek Island Wonders (IGW)

Dates:

IGW-1—June 19-July 10,1973
IGW-2—July 10-July 31, 1973
IGW-3—July 31-August 21, 1973

Prices: IGW-1, $999 from N.Y.+$20 port taxes; IGW-2 and IGW-3, $1,025 from N.Y. +$20 port taxes.

Meals: Outside the USA, continental breakfast in Venice, Florence, and Rome, and all meals while on cruise.

This 22-day tour includes jet flight via Alitalia from J. F. Kennedy Airport, N.Y., to Milan, Italy, with connecting flight to Venice; an 11-day cruise on the *S.S. Fiorita;* and return jet flight to New York. The cruise ship is fully air-conditioned and offers all the amenities you would expect to find on a cruise ship. Accommodations aboard ship are in inside cabins with shower.

Ports of call include Corfu; Piraeus, the port of Athens; Rhodes; Chios; and Dubrovnik, Yugoslavia, "Pearl of the Adriatic" and most popular cruise port and resort on the Dalmation coast. Time will be allowed for sight-seeing while in port.

After your ship returns to Venice you'll have several days to enjoy sightseeing tours before flying to Florence and Rome for excursions in these two famous cities. Return flight from Rome to N.Y. via Alitalia jet.

LATE SUMMER TOUR

For a shorter, late-summer version of the above-mentioned tour, the NEA Travel Division offers **Your Fling Before the Bell Rings (YF),** August 9-23, 1973. This 15-day tour features a similar 11-day cruise on the *S. S. Fiorita,* without extra days in Italy. Price is $840 from N.Y., plus $20 port taxes. Round-trip airfare from N.Y. is included.

For the perfect way to end the summer before schools open next fall, sign up for **Beach In! Colombia (BI).** This 8-day tour scheduled for August 18-25 is just $269 from Miami or $348 from New York. Price includes American breakfast daily.

Participants will fly via Avianca jet from New York/Miami to Cartagena, the Venice of South America, which lies on a sandy peninsula in the Caribbean Sea. Accommodations are in the charming, colonial Hotel del Caribe.

One three-hour city sight-seeing tour is scheduled in Cartagena, after which your time is free to pursue your own interests, whether that is relaxing at the private beach and hotel pool or exploring the historic city.

Cartagena dates back to the sixteenth century and was the site of pirate raids by buccaneers such as Drake, Morgan, and Hawkins, who pillaged and plundered the Spanish galleons sailing from this city.

Adventure lovers who want to try something really different will be excited by **South America, En Grande (SA-1).** Tour members will take a full-day cruise down the Amazon River by motor launch to see the "Wedding of the Waters," where the coffee-brown Amazon meets the inky-black Rio Negro. This 29-day tour includes Manaus, Brasilia, and Rio de Janeiro in Brazil; Buenos Aires, Argentina; La Paz, Bolivia; Puno, Cuzco, and Lima, in Peru; and Guayaquil in Ecuador. Highlights, in addition to the Amazon cruise, include Iguassu Falls, Lake Titicaca, Machu Picchu, and the Galapagos Islands.

Dates are June 27-July 25. Price is $1,995 from Miami. Most meals are included.

If you are one of the people who would like to get away from it all on a South Pacific island, **South Pacific Calling (PC-1 & 2)** is for you. Enjoy 29 days in the Fiji Islands, Australia, New Zealand, and Tahiti. Price is $1,850 from San Francisco. Dates are: PC-1—June 29-July 27; PC-2—July 6-August 3. Thirteen meals included.

Sight-seeing will include Suva, Nandi, Fiji Islands; Auckland, Rotorua, Mt. Cook, and Queenstown in New Zealand; Melbourne, Albury, Cooma, Canberra, and Sydney in Australia; Papeete, Tahiti; and the island of Moorea. There is an optional extension to Bora Bora for $50 additional.

Tours to Russia have been growing in popularity for the past few years. **Budapest to Sochi (R-1 & 2)** offers 21 days in Russia and Central Europe. Price is $1,180 from N.Y.C. Dates are: R-1—July 4-July 25; and R-2—August 1-22. Price includes continental breakfast in Copenhagen, and three meals daily elsewhere outside the USA, per custom of the country. Participants will visit Prague, Czechoslovakia; Moscow, Volgograd, Sochi, Kiev, and Leningrad, in the USSR; Budapest, Hungary; and Copenhagen, Denmark.

Some 1973 NEA summer tours include New Zealand. Visitors may see the traditional war dance of the Maori.

The Parthenon in Athens, Greece —one of the attractions that will draw hundreds of NEA members to Europe during summer 1973.

To: Educational Travel Division, NEA
1201 16th Street, N.W.
Washington, DC 20036

Please send:

☐ *NEA Travel's Passport to the World, Summer 1973,* illustrated summer travel book containing day-by-day itineraries of tours all over the world, and a list of charter flights to Europe for transportation only.

PLEASE PRINT AND INCLUDE ZIP CODE

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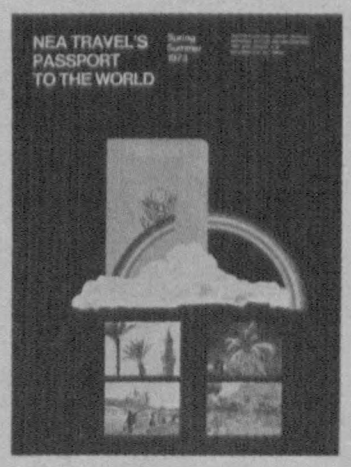
Please do not request another book if you have asked for one previously. Thousands of copies are on their way to members now.



current

in television and national magazines

Television

(All times are Eastern)

Mr. Horatio Knibbles—Saturday, November 11, CBS-TV, 1 p.m. CBS Children's Film Festival.

The Undersea World of Jacques Cousteau—"The Smile of the Walrus"—Wednesday, November 15, ABC-TV, 8 p.m. Documentary examination of the life styles and migratory habits of the walrus.

Hallmark Hall of Fame—"The Hands of Cormac Joyce"—Friday, November 17, NBC-TV, 8:30 p.m. This drama focuses on a fisherman and his family living off the coast of Ireland. Their life is shattered and their strength and courage tested by a storm which threatens to destroy them.

Elephant River—Saturday, November 18, CBS-TV, 1 p.m. CBS Children's Film Festival.

Robinson Crusoe—Thursday, November 23, CBS-TV, 12 noon. This is an animated version of the Defoe novel.

The Jerry Lucas Super Kids Day Magic Jamboree—Friday, November 24, ABC-TV, 10 a.m. Basketball star Jerry Lucas will conjure up three hours filled with magic and mental gymnastics.

The Prince and the Pauper—Sunday, November 26, CBS-TV, 5 p.m. Animated version of Mark Twain's story.

Hallmark Hall of Fame—"The Man Who Came to Dinner"—Wednesday, November 29, NBC-TV, 8:30 p.m. Kaufman-Hart comedy starring Orson Welles.

Tjorven, Batsman, and Moses—Saturday, December 2, CBS-TV, 1 p.m. CBS Children's Film Festival.

A War of Children—Tuesday, December 5, CBS-TV, 9:30 p.m. An original James Costigan drama set in contemporary Belfast.

Magazines

(October issues)

Foreign Affairs—"India and the World," by Indira Gandhi. "Growth and Survival," by Robert L. Heilbroner. "After the Cold War: American Foreign Policy in the 1970's," by George F. Kennan.

(Fall issue)

Daedalus—"How Others See the United States."

(November issues)

Esquire—"The Convention" as seen through the eyes of a Red Chinese, Jack Chen; a Russian, Guenrikh Borovik; and Arthur Miller.

Harper's Magazine — "Just Plain George," by Robert Sam Anson. "In a Manner that Must Shame God Himself," by Kurt Vonnegut, Jr.

Parents' Magazine—"Shaping Our Children's Future," by George McGovern.

Saturday Review — "Putting VD on Public TV." A variety show to educate people about VD, by Henry S. Resnik.

Woman's Day — "Teaching Your Child to Think," by Fredelle Maynard.

NEA president on closed-circuit TV

NEA President Catharine Barrett and leaders from other national organizations receive instructions regarding format for one-hour closed-circuit national telecast which was fed live to community leaders through the nation's 225 PBS affiliates. Mrs. Barrett discussed NEA's commitment to help eradicate venereal disease by involving its local associations with other organizations in community projects throughout the nation. She pointed out that NEA resolution 72-6 calls upon teachers and local associations to cooperate with school administrators and school boards in establishing sex education programs including information on venereal disease as an integral part of the school curriculum and to work with parents to maintain harmonious school-community relations. NEA recently cooperated with PBS and the 3M Company in the promotion of the recent special, "VD Blues," hosted by Dick Cavett. In the photo here: NEA President Catharine Barrett (third from left); David Swanston, PBS director (standing); David Prowitt, WNET-TV science correspondent (gesturing, center); and Dr. Donald Millar (right), chief, VD Branch, Center for Disease Control, Atlanta.

First Lady Pat Nixon presents Kate Frank a plaque honoring her as National Retired Teacher of the Year. Looking on at left are Bernard E. Nash, executive director of the National Retired Teachers Association, and Ruth Lana, NRTA honorary president.

TEACHER RIGHTS PIONEER

OKLAHOMAN IS RETIRED TEACHER OF THE YEAR

At a White House ceremony October 17, First Lady Pat Nixon honored Kate Frank, 82, of Muskogee, Oklahoma, as the National Retired Teacher of the Year. Miss Frank, whose mathematics and business education teaching career covers 47 years, was chosen for the award by the National Retired Teachers Association.

A panel, which included Sen. Frank Church (D-Idaho), Rep. John Brademas (D-Ind.), and Joseph Blatchford, director of ACTION, made the final selection from a field of 50 state retired teachers

Miss Frank was the first woman to be elected president of the Oklahoma Education Association. In 1960 she established the Oklahoma Resident Corporation which, under her leadership, planned and built a nine-story, 96-unit apartment complex for the elderly in Muskogee.

In the mid-1940's, NEA's National Commission for the Defense of Democracy Through Education (forerunner of the Professional Rights and Responsibilities Commission) defended Miss Frank and two other teachers who were discharged by the school board of Muskogee. Miss Frank was reinstated and the defense led to the establishment of the Kate Frank Fund, named in her honor. This fund later became the NEA Defense Commission's DuShane Fund, known in recent years as the NEA DuShane Emergency Fund.

Among her present activities, Miss Frank is involved as an executive board member on the Muskogee Community Council, through which she helped develop the city's annual Human Relations Workshop; as a member of the Muskogee Library Board; and as a member of the Mayor's Advisory Council.

NEA creates travel program for retirees

The NEA Educational Travel Division has expanded its services by creating a travel section for retired teachers. The action was taken in answer to the many requests from former teachers who had for years traveled with NEA. Many retired teachers, the division found, have their own ideas about the type of travel best suited to them and feel that the regular NEA travel program is not geared to their particular preferences.

Recommendations resulting from initial meetings with interested retired teachers include:

- Ensure that the new programs do not duplicate other NEA tours or the tours of other organizations serving retired teachers
- Change the tempo of the tours to better suit retired persons
- Change the basis for selecting major stops on the itinerary of the tours.

The first tours will be offered in the spring of 1973 and will include Mexico, Hawaii, Europe, India, the Middle East, Around the World, and possibly Central and South America. A similar program will be offered in the summer and fall of 1973 and during the winter of 1974. Additionally, during the spring and summer of 1973, a series of tours on the Costa de Sol of Spain will be planned.

The first folders describing the program will be available the latter part of November. These folders may be obtained by writing to: NEA-Retired Travel Program, Paul H. Kinsel, Mgr., Educational Travel Division, at NEA Center.

NEA members may order discount items

To help members meet Christmas shopping as well as personal needs, NEA's Special Services Division announced three special offers in the October issue of the NEA REPORTER.

The special value offer to NEA members includes: (1) Olivetti's portable Lettera 36 electric typewriter (list price $149.50, available to NEA members at $109); (2) Olivetti's top-of-the-line personal electric typewriter Praxis 48 (list price $295, available to NEA members at $199); and (3) an Eastman Kodak motion picture ensemble which includes a fool-proof electric eye camera and all the equipment needed to make and show 8-millimeter motion pictures (list price for these items $134, available to NEA members at $94).

Members who did not place an order and would like to receive these items before the holidays may contact the Special Services Division prior to November 21. Members who would like another copy of the REPORTER that describes the special offers, in detail, may contact: NEA Special Services Division, Room 915, 1156 Fifteenth St., N.W., Washington, DC 20005.

February 1 deadline set for Carr scholarship

Applications for the sixth annual William G. Carr Scholarship may be submitted until February 1, 1973. The scholarship award was established to promote two of the former NEA executive secretary's primary interests: strengthening independent professional education organizations and international education.

In keeping with the plan to alternate from year to year the category in which the award is given, the 1973 scholarship will be awarded for a graduate study program in the field of international, comparative education or the study of teacher organizations in other countries.

The $1,500 scholarship award is designed to encourage and develop the capable and constructive leadership the teaching profession needs to achieve its goal of quality education. To qualify this year a candidate must be a graduate student in the United States studying international or comparative education or a teacher from this or another country interested in aiding and studying teachers associations in other countries.

Requests for applications or inquiries regarding the scholar ship should be directed to Robert W. Miner, Executive Office, NEA Center. Contributions to the fund may be sent to the above address.

Environmental programs possible at low cost

"Major capital expenditures are not necessary for schools to mount effective programs in environmental education. On the contrary, perhaps the most effective and successful programs use existing school plants and sites as the primary facilities for environmental studies . . ."

This conclusion from a national environmental education conference provided the foundation for a new report from education Facilities Laboratories, *Environmental Education/Facility Resources,* prepared in cooperation with NEA and the Interior Department's National Park Service.

The 60-page sourcebook for educators intending to establish or expand environmental education activities briefly describes practical applications of how existing sites are successfully employed in teaching situations.

NEA, by resolution passed at its Representative Assembly, is on record in support of environmental education. The Resolution urges local affiliates and school systems to develop criteria for K-adult environmental education programs in accordance with the report of NEA's Task Force on Environmental Education and urges that NEA actively encourage initiation and improvement of federal legislation and funding for education on use and maintenance of a viable environment and for pollution abatement and environmental preservation.

The resource manual treats environmental learning facilities in four categories: those available in the school plant itself, those nearby in the community, regional centers serving several institutions, and accommodations planned especially for environmental education use. A list of information sources is also included.

The new manual, *Environmental Education/Facility Resources,* is available for $2 from Education Facilities Laboratories, 477 Madison Ave., New York, NY 10022.

Report says that reform can begin in the classroom

"Teachers at the building level can revitalize the school program themselves with only a minimum of help from the outside," concludes a recent report on the first phase of a study initiated by NEA last fall with a $38,500 U.S. Office of Education grant.

The report, *Teacher Designed Reform in Teacher Education,* outlines what has been learned so far in the first action-oriented project on teacher association initiative and professional negotiation to change how teachers teach.

The project was supported by NEA, the California Teachers Association, and the Oregon and Washington Education Associations and carried out in 1971-72 by local affiliates in San Diego and Hayward, California; Bellingham, Washington; and Springfield, Oregon, in cooperation with the local school districts.

Teachers in the four schools began a six-step plan; designing ways to study children and their needs; analyzing data collected; studying the body of literature on the child/school/society relationship; and then describing what their school should be like; identifying needed changes; and redefining staff roles and necessary in-service education programs.

Single copies of the report may be obtained without charge from Roy Edelfelt, NEA Division of Instruction and Professional Development, at NEA Center in Washington, D.C.

Seminar focuses on desegregation aid

The Emergency School Assistance Act (ESAA) was the topic of a recent three-day seminar for human relations educators and federal desegregation directors, sponsored cooperatively in Washington, D.C., by NEA and the U.S. Office of Education. ESAA, a $1 billion-a-year-package within the Education Amendments of 1972, is designed to aid nationwide school desegregation. Above, NEA President Catharine Barrett, who gave the concluding luncheon address, talks with Herman Goldberg, USOE assistant commissioner, whose address opened the seminar.

STATEMENT OF OWNERSHIP MANAGEMENT, AND CIRCULATION

(Act of August 12, 1970: Section 3685. Title 39, United State Code)

1. Title of publication: NEA Reporter.
2. Date of filing: September 27, 1972.
3. Frequency of issue: Published in September, October, November, January, March, and May.
4. Location of known office of publication: 1201 16th St., N.W., Washington, DC 20036.
5. Location of the headquarters or general business offices of the publishers: Same as address above.
6. Names and addresses of publisher and editor.

   Publisher—John D. Sullivan (same address as above).

   Editor—Marshall O. Donley, Jr. (same address as above).
7. OWNER *(If owned by a corporation, its name and address must be stated and also immediately thereunder the names and addresses of stockholders owning or holding 1 percent or more of total amount of stock. If not owned by a corporation, the names and address of the individual owners must be given. If owned by a partnership or other unincorporated firm, its name and address, as well as that of each individual must be given):*

   National Education Association (Chartered by special act of Congress—no stockholders); same address as above.
8. Known bondholders, mortgagees, and other security holders owning or holding 1 percent or more of total amount of bonds, mortgages or other securities: None.
9. For optional completion by publishers mailing at the regular rates (Section 132.121, Postal Service Manual): Not applicable.

   In accordance with the provisions of this statute, I hereby request permission to mail the publication named in Item I at the reduced postage rates presently authorized by 39 U.S.C. 3626: Marshall O. Donley, Jr., *Editor.*
10. For completion by nonprofit organizations authorized to mail at special rates (Section 132.122, Postal Manual): The purpose, function, and nonprofit status of this organization and the exempt status for Federal income tax purposes have *not* changed during preceding 12 months.
11. Extent and nature of circulation:

	Average No. of Copies Each Issue During Preceding 12 Months	*Actual No. Copies of Single Issue Published Nearest to Filing Date*
A. Total No. Copies Printed *(Net Press Run)*	1,039,445	1,145,817
B. Paid Circulation		
1. Sales through Dealers and Carriers, Street Vendors and Counter Sales	———	———
2. Mail Subscriptions	1,017,708	1,127,192
C. Total Paid Circulation	979,972	1,127,079
D. Free Distribution by Mail Carrier or Other Means		
1. Samples, complimentary, and other free copies	37,736	113
2. Copies distributed to news agents, but not sold	———	———
E. Total Distribution *(Sum of C and D)*	1,017,708	1,127,192
F. Office Use, Left-Over, Unaccounted, Spoiled after printing	21,737	18,625
G. Total *(Sum of E and F—should equal net press run shown in A)*	1,039,445	1,145,817

I certify that the statements made by me above are correct and complete.

Marshall O. Donley, Jr., *Editor*

More than 80 teacher strikes this fall

NEA affiliates have reported over 80 teacher strikes this fall, more than the entire total for the 1971-72 school year. Teachers in Racine, Wisconsin—1,500 strong—took part in what the Wisconsin Education Association called the largest teacher strike in the state's history. They are back in school now and negotiations are continuing under the supervision of a conciliator. NEA President-Elect Helen Wise met with Racine Education Association members during the strike. She is seen here in the midst of Racine teachers, talking with REA President Dick Johnson.

NEA ENTERS COPYRIGHT CASE

NEA has entered the copyright infringement case of *Williams & Wilkins Company vs the United States* as a friend of the court in the hope of heading off possible inroads on the use of copyrighted materials by the nation's classroom teachers.

A hearings report favorable to the plaintiff, issued by U.S. Court of Claims Commissioner James F. Davis, prompted NEA to file an *amicus curiae* brief urging reversal of the commissioner's opinion when the case comes before the Court within the next few months. The government parties involved are the National Library of Medicine and the National Institutes of Health Library.

In his report, Davis expressed the opinion that the Library of Medicine had infringed the copyright of Williams & Wilkins, a Baltimore publisher, by making photocopies of certain copyrighted works and delivering the copies to scholars and researchers as a means of making needed information readily available to doctors and researchers. He recommended that the Court of Claims conclude that the plantiff is entitled to recover "reasonable and entire compensation for infringement of copyright."

The commissioner's recommendations, if affirmed by the Court, would place in legal jeopardy the use of photocopies in lieu of interlibrary loans of original works by every public, academic, and research library in this country. His report also raises grave questions concerning the right of libraries to convert works in their collections to microform and to retrieve such works in hard copy. According to Harry N. Rosenfield, copyright attorney retained by NEA, "the language and rationale of the report are as applicable to teachers and schools as to libraries."

The NEA brief, it is believed, represents the first time a friend-of-the-court brief submitted in a copyright case has claimed Constitutional protection for the users of copyrighted materials. The case is likely to be long and drawn out, for regardless of which side wins, the loser is expected to appeal to the U.S. Supreme Court.

NEA LOBBIES

NEA has lobbied for legislation in the last five Congresses to update the law governing copyright which has not been revised since 1909. While the present law is out of date and restricts the tools available for use by the teacher in the classroom, many interests have tried consistently to achieve even more restrictive legislation.

NEA will seek reintroduction of the legislation in the 93rd Congress and continue the effort to have legislation enacted which would provide for "fair use" and not-for-profit use of copyrighted materials so that teachers and educational institutions may have a limited but reasonable right to copy and use materials.

Since 1964, NEA also has coordinated the work of the Ad Hoc Committee on Copyright Law Revision. This across-the-board effort to protect the public, including the interests of teachers and learners, involves 42 national educational organizations. Among them are the American Library Association (ALA), the Medical Library Association, and the National Council of Teachers of English.

William D. North, ALA general counsel, in a published article titled, "Williams & Wilkins: The Great Leap Backward," said: "Too long has the voice of public interest been silent on the subject of copyright. Too long have the users of copyrighted works left the development of the copyright laws to the copyright proprietors."

NEA Resolution 72-12

Access to Copyrighted Instructional Materials

The National Education Association believes that maximum access to teaching materials is of vital concern to every teacher. It recognizes that the present copyright law provides for two parallel sets of rights—the rights of those who create such materials to profit from their efforts and the rights of those who teach to use those materials in teaching.

The Association insists that the public interest requires that the copyright law include an expanded "Not-for-profit" clause coupled with a fair use provision to guarantee to teachers and educational institutions use of copyrighted materials, recognizing a limited right to copy and record such materials for nonprofit educational purposes, including educational broadcasting and technology.

The Association further insists that the duration of copyright not be extended beyond the present term of 28 years with a 28-year renewal period.

names in the news

NEA President-Elect **Helen Wise** is chairman of NEA's Ad Hoc American Revolution Bicentennial Committee. Others on the committee, all appointed by NEA President **Catharine Barrett,** are **Thomas G. Bush,** NEA director, Maryland; **Tom Creighton,** Student NEA President; **James A. Harris,** NEA director, Iowa; and **John H. Fischer,** president, Teachers College, Columbia University. **Sidney Dorros,** Communications Division, is staff contact for the committee. Suggestions or questions relating to NEA's observance of the bicentennial should be directed at Dr. Dorros at NEA Center.

Alaska senator proposes national sports foundation

Officials of the American Association for Health, Physical Education, and Recreation (a national affiliate of NEA) will meet with government and sports representatives to develop a constitution for a proposed National Amateur Sports Foundation.

A bill to establish a $100-million-a-year, government-backed national sports foundation was introduced in September by Sen. Mike Gravel (D-Alaska). Gravel said at that time that "some sports are neglected and even ignored in this country. Most nations, among them our sharpest competitors in international competition have national athletic programs to develop all areas of athletic endeavor."

Ross Merrick, consultant for physical education and men's athletics for AAPER, said that "the thrust for such a sports foundation of course stems from anxiety that we're not doing well enough in international sports competition.

"However," he said, "in our conferences with the backers of the foundation bill, they have listened to our view that the base for the foundation can be far broader and more expressive of this nation's policies of ensuring all youngsters the right to an equal and complete education. Thousands, even millions, of kids all over the country want and need more physical education and sports activity. They want to be part of the action.

"Sen. Gravel and others are responsive and we believe the proposed foundation can mean greater opportunity and access of all youth to an education in sports and physical education," the AAHPER consultant said.

Unsatisfactory conditions reported

Below is a current listing of names of school districts or systems where a state education association has notified members of the profession and the public that unsatisfactory educational conditions exist.

Association	District or System
• California Teachers Association	Alvord Unified
• California Teachers Association	Centinela Secondary
• California Teachers Association	Jefferson Elementary (Daly City)
• California Teachers Association	Lawndale Elementary
• California Teachers Association	Los Altos Elementary
• California Teachers Association	Los Banos Unified
• California Teachers Association	Madera Unified
• California Teachers Association	Ukiah Unified
• Idaho Education Association	Idaho Legislature
• Illinois Education Association	Decatur Dist. No. 61
• Minnesota Education Association	Appleton Public Schools
• Ohio Education Association	Logan City School Dist.
• Ohio Education Association	South Point School Dist. (Lawrence Co.)
• Oklahoma Education Association	Claremore Junior College
• South Carolina Education Assn.	S. Carolina Public Schools
• Washington Education Association	Klickitat-Skamania CAC Inc., Head Start Program
• Washington Education Association	Mossyrock Public Schools
• Washington Education Association	Renton Public Schools
• Washington Education Association	Washington Public Schools
• Washington Education Association	White River School Dist.
• Wyoming Education Association	Riverton Public Schools

NEA PLAN HELPS MEET RISING HOSPITAL COSTS

Three years ago NEA's Special Services Division introduced an In-Hospital Income Plan to help members meet the rising cost of hospital care. The timeliness of this program is more and more apparent. Figures just issued by the American Hospital Association show that patients were charged an average cost of $92.31 per day in 1971 for hospital confinement.

At a fall meeting of the Special Services Committee, Arnold W. Wolpert, director of the Special Services Division, reviewed the reasons for NEA's sponsorship of this unique program:

Why does NEA offer an in-hospital income plan?

Although most NEA members are provided health and accident protection through their employers, many members feel the need for additional protection. The NEA In-Hospital Income Plan is designed to serve as a supplement to the more basic health insurance plans already providing protection. It also serves to help those members without prepaid health care meet the rising costs of hospitalization when accident or illness is severe enough to send a member to the hospital.

What is special about NEA's in-hospital income plan?

Two features connected with NEA's plan make it unique:

(1) It was developed by NEA with the needs and interests of members in mind. It is a member-oriented plan which operates under the constant surveillance of the NEA Special Services Committee and staff. Members' interests determine decisions relative to the operation and design of the plan.

(2) An experience rating agreement with the insurance companies (Life Insurance Company of North America and Horace Mann Life) limits the companies' profits to 2 percent and provides that all other premium monies not needed to pay the carefully controlled operating and supervision costs are retained in the program to pay benefits or to build up reserves. These reserves belong to and stabilize the plan and can result in further improvements in rates and/or benefits for participants.

Wolpert also commented on the recent regulations pertaining to advertising of health and accident insurance. "Recently, much attention has been focused on the advertising and promotion of health insurance," he said. "Within recent months 26 states have issued more stringent regulations governing such advertising. Much of this has been aimed at controlling the aggressive and sometimes misleading Sunday supplement promotion of hospital income plans of insurance.

"NEA fully agrees with the intent of insurance departments in issuing these regulations and is happy to comply with them by providing complete, reliable, and accurate information on insurance programs it sponsors. Since we have always sought to provide accurate and full information rather than to make grandiose claims, we find little need to change our basic information materials. We ask members to call to our attention any unclear statements that they find in our informational material."

NEA's In-Hospital Income Plan pays $20, $40, or $60 per day of hospital confinement as a bed patient.

The benefits are tax free and are paid directly to the insured.

A claim need only be signed by the insured member and the attending physician.

- **Both** sickness and injury are covered when hospitalized
- Benefits are **doubled** for cancer if hospitalization occurs before age 65
- Benefits **doubled** for intensive care for up to seven days
- Additional benefits are provided for nursing home confinement—the plan pays 50 percent of the benefit for each day of confinement (up to 30) to a nursing facility immediately following hospitalization
- It provides coverage for pre-existing conditions (conditions for which medical advice or treatment was rendered within 12 months prior to the effective date on your certificate). Existing physical ailments are fully covered after a period of 12 consecutive months from the effective date on your certificate during which time there has been no medical advice or treatment for such condition or after you have had this insurance for two years, whichever occurs first.
- No limit on frequency or size of claims
- Few exclusions—the only exclusions are hospitalization caused by pregnancy, act of war, intentionally self-inflicted injury; or while in a hospital operated by the federal government or its agency for which no charge is made. All other confinements, in a regular hospital, no matter how caused, are covered. (A hospital is defined as one staffed by physicians with 24-hour nursing care and major surgical facilities, and is not a nursing home, nor mainly for mental or nervous disorders, drug addicts, or alcoholics.)
- Renewable for life—can be renewed as long as the insured: pays the premiums; maintains membership in NEA and affiliated state and local associations, if eligible; does not enter the armed forces for more than 30 days active service; and the master contract between NEA and the underwriting companies remains in force
- Automatic acceptance into the plan—applications will be accepted from all NEA applicants under age 60 regardless of past medical history—no medical examination necessary
- Spouse and children are eligible—a member's spouse may be insured for the same benefit. Dependent children may be insured for one-half the amount. (Dependent children must be unmarried and over 14 days but under 23 years of age and dependent upon the member for support and maintenance. This includes legally adopted children, stepchildren, and foster children.)

In-Hospital Benefits and Semi-Annual Rate Schedule

DAILY BENEFIT	Member's Age: Under 30	30-39	40-49	50-59	Renewal Rates for 60 & Over †
$20					
Member Only	$ 14.20	$ 16.80	$ 22.70	$ 37.50	$ 49.50
Member & Spouse	27.90	33.10	44.90	74.50	98.50
Member, Spouse, Children	35.90	41.10	50.90	79.50	102.50
Member & Children	22.20	24.80	28.70	42.50	53.50
($10 benefit for each child)					
$40					
Member Only	$ 27.90	$ 33.10	$ 44.90	$ 74.50	$ 98.50
Member & Spouse	55.30	65.70	89.30	148.50	196.50
Member, Spouse, Children	71.30	81.70	101.30	158.50	204.50
Member & Children	43.90	49.10	56.90	84.50	106.50
($20 benefit for each child)					
$60					
Member Only	$ 41.60	$ 49.40	$ 67.10	$111.50	$147.50
Member & Spouse	82.70	98.30	133.70	222.50	294.50
Member, Spouse, Children	106.70	122.30	151.70	237.50	306.50
Member & Children	65.60	73.40	85.10	126.50	159.50
($30 benefit for each child)					

Benefits reduced by 50% at age 65

Costs are based on member's age and increase when member reaches the next age bracket.
†On the first premium due date following your 65th birthday, benefits for all those insured under your policy will be reduced 50%.

Shown here at a recent NEA Special Services Committee orientation and business meeting are three members appointed by NEA President Catharine Barrett. Left to right, they are Maurice Swanson of Kansas, Roy Kallin of Montana, and Norman Pettigrew of New Hampshire.

SEND NO MONEY: You will receive a bill pro-rated from the date of acceptance of your application to the next regular billing due date (April 1 or October 1). Thereafter, you will be billed semiannually.

APPLICATION FOR NEA IN-HOSPITAL INCOME PLAN

I hereby apply for NEA In-Hospital Income Plan based on the following statements: (Please print or type)

BENEFIT DESIRED (check one) ☐ $20 ☐ $40 ☐ $60 — TO COVER (check one) ☐ Member Only ☐ Member & Spouse ☐ Member, Spouse & Child(ren) ☐ Member & Child(ren) Only

1. Name .....
2. Address ..... (Street) (City) (State) (Zip Code)
3. Social Security Number .....
4. Sex (M or F) .....
5. Date of Birth ..... (Complete No. 7 if Spouse is to be Insured)
6. NEA Membership ☐ Yes ☐ No ☐ Life Member
7. Spouse's First Name ..... Date of Birth .....
8. State Association Membership ☐ Yes ..... (Name of State Association) ☐ Not Eligible for Membership
9. Local Association Membership ☐ Yes ..... (Name of Local Association) ☐ Not Eligible for Membership

I understand that this program covers pre-existing health conditions (any conditions for which I have received medical treatment or advice 12 months prior to the date my coverage goes into effect) when 12 consecutive months have passed during which time I have received no medical treatment or advice for these pre-existing conditions or 24 months after the effective date of my insurance, whichever occurs first. All other conditions except the stipulated exclusions will be covered on the day this application is accepted.

Date ..... Signature of Applicant X .....

AS-5020 — 4-1-70 Ptd. In U.S.A.

Underwritten by Life Insurance Company of North America, Phila., Pa. and Horace Mann Life, Springfield, Ill.

Send No Money. Your premium to the next scheduled premium due date (April 1 and October 1) will be calculated and you will receive a bill for that amount in your insurance kit. Thereafter the specified premium shown in this folder will be billed each 6-month period.

Mail to: NEA In-Hospital Income Plan
P.O. Box 7768
Philadelphia, PA 19101